

# The MANAGEMENT RECORD

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## Reemployment of Veterans<sup>1</sup>

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ON September 16, 1940, the Selective Training and Service Act of 1940 became a law. This was fifteen months before Pearl Harbor. It was the time when the pacifists and those who were convinced that this country was safe from all attack were enjoying their heyday; when groups of men and women dared picket the White House, chanting a revival of the No. 1 song on the Hit Parade of 1917—"I Didn't Raise My Boy to Be a Soldier." It was the time when the country was far from united on the question of embarking upon a bold new experiment—compulsory military training.

When the act was passed, the Congress had in mind only one year's training for the men who would be called. So, in order to avoid economic maladjustments upon the veterans' return, they provided that, after completion of the training period, these men would be returned to their former jobs. When peacetime military training suddenly became actual war, some provisions of the law became anachronisms. You men and women who represent industry were then called upon and will be further called upon to make changing conditions conform to the act.

### NO BIG STICK

As far as General Hershey is concerned, there is no idea of using this law as a "big stick." General Hershey has complete confidence in industry. By your cooperation during the last three years, you have proved your willingness to do a job. Therefore, when we expound the provisions of the law, we are not shaking a "big stick" at industry; we are trying to tell you what Congress expected would be done.

<sup>1</sup>Address delivered before a Round Table session at the 28th Annual Meeting of THE CONFERENCE BOARD held at the Waldorf-Astoria Hotel, New York City, May 18, 1944.

Now, as to the rights of the veteran. The act provides that anyone who enters Military Service after May 1, 1940—whether by induction, by enlistment, by commission, or by operation of the law which called members of the reserve corps to active duty—anyone who entered Military Service after May 1, 1940, men and women alike, if separated from the Service by honorable discharge, is entitled to reinstatement in the position held at the time he or she entered the Armed Forces, provided that person applies for the position within forty days after separation from the Service; and provided that person is physically and mentally able to carry on the functions of the particular position; and provided, further, that the circumstances of the employer have not so changed as to make it unreasonable or impossible to bring about the reinstatement. The law also provides that while a man is in Military Service he shall be treated as if he had been on furlough during such service. I should like to consider these items one by one.

### HONORABLE DISCHARGE

The first item is the honorable discharge. It makes no difference as to the form of the discharge. Sometimes a man is discharged from a hospital with one form; sometimes he is discharged from a demobilization point with what the War Department calls a Form 53; sometimes he is discharged on a certificate of disability for discharge. Whatever the form, it must indicate that the veteran has been honorably discharged or has been "discharged with honor" in order to qualify for reemployment.

Next, he must apply within forty days. The forty-day limit is unfortunate today. If the original concept of the law—that is, that a man would have one year's

training in this country and then return to his place of employment—could always apply today, forty days would be sufficient. However, as a result of the war, many men today return with malaria, some have been injured mentally and physically, and such veterans are not prepared in forty days to go back to their jobs. If they do not or cannot come back within forty days, they are just "out of luck" so far as the act is concerned.

Our experience, however, has been most happy. Industry has paid very little attention to the forty-day limit. Industry has reached out a helping hand to the veteran. Many industries have taken a man back, reinstated him, and have then given him a leave with pay, or sometimes without pay. But, so far as the veteran's rights under the act are concerned, he is limited to the application period of forty days.

### WHAT JOB FOR THE VETERAN?

The next question is: to what position is he entitled? He is entitled in the first instance to the position which he vacated. When he gets that position, he is entitled to all the normal increments and benefits and increases in salary and grade which have followed that position.

Suppose when the man left he was engaged in a craft that was paying 80¢ an hour and when he came back, everybody else in this craft was getting \$1.20 an hour. He is entitled to \$1.20 an hour. By the same token, if, at the time he left, that position was paying \$1.20 an hour, and when he came back the men in that craft were getting 80¢ an hour because of cutbacks or readjustments in industry, he is entitled to 80¢ an hour.

Suppose when he comes back, his particular position has been upgraded to the

point where he does not have the necessary skill to qualify. Then he is entitled to a position of seniority, status and rank equal to that which he vacated. Of course, if his employer is out of business when he comes back, or his business has been so cut down that there is no available position which he can fill he just does not get a position.

#### PERMANENT VS. TEMPORARY

I am trying to anticipate some of the questions that are likely to be asked. One of the questions is: who is entitled to his position? Is it everybody who left to enter the Service? The answer is no—only the person who had a position which the act calls "other than temporary" but which, for the purpose of this discussion, we will consider as a "permanent" position. Therefore, I am using the word "permanent" now in place of the phrase "other than temporary" used in the act. Are persons other than those who left such permanent positions entitled to reinstatement? That question is disturbing industries that have shown tremendous expansion, such as shipyards, munitions factories, airplane factories.

The normal airplane factory may have employed three or four thousand people before the war. Now it may be employing forty or fifty thousand people. During the course of the last four years, fifteen or twenty thousand of its employees may have gone into Military Service. It is apparent that a business institution which normally employed three or four thousand people, and perhaps after the war will employ ten thousand, cannot give reemployment to twenty or thirty thousand people who worked there sometime during the emergency and went into the Service. Each one of those cases must be analyzed. The facts in each case must be considered to determine who was "permanent" and who was "temporary." There is no yardstick; there is no mathematical formula. You must determine the several problems which present themselves in each individual case.

First of all, was the occupant of the position who went into the Service the first occupant? Was it intended that he should be a permanent employee, or was his employment merely one for the duration, it never having been anticipated that he would stay on after the emergency had ended? Was the relationship between the employer and the employee such as to anticipate that it was to be permanent or temporary?

Let us assume that eight men were employed in an airplane factory. The first man was the first occupant of a certain

position. We will assume that he was a permanent employee when he entered the Service. Then, in succession, the other seven took his place and each one left for Military Service. Under the statute, the only one who would be entitled, as a matter of law, to the position, would be the No. 1 man. The others—the second, third, fourth, and so on—just kept the job warm until he came back. That is just one of the many problems facing industry today.

#### JOB PRIORITIES

Another problem which presents itself is the meaning of the expression, "the circumstances of the employer have changed." I will give you one or two very simple illustrations. Take the cases of three men employed, we will say, in a toy factory. As a result of the emergency, the employer went into the business of manufacturing munitions, or making parts for machine guns, or making parts for a gun turret, or making telescopes. Suppose the first man was employed in the boiler room. He stoked the fires. The next man was a mechanic. He fixed the clockwork—the mechanism that went into the talking dolls or the walking bears. He was mechanically inclined. The third man put the dabs of coloring on the cheeks of the dolls and made little baby dresses.

These three men went to war, they came back, and they all applied for their jobs. The employer is still making machine gun parts or turrets. Now, the same old engine is downstairs and the same old fire and the same old shovel. Certainly there has been no change in the circumstances of employment so far as the fireman is concerned. He is fixed all right. The company is not making talking dolls or walking bears, but it is making mechanical parts for microscopes, for field glasses, for gun turrets, and the same mechanic who was able to fix the clockwork in the dolls can still do the mechanical work required in making machine gun parts. He gets his job. There is a change of circumstances of the employer, but it is not such a change as to make the reinstatement of this mechanic impossible or unreasonable. However, there just is not any place in this factory that now is making machine gun parts for the workman who paints dolls and makes baby dresses. His former position has vanished. The circumstances of the employer have changed, and the veteran is not entitled, under the law, to the job he once held. It no longer exists.

Let us take another example. Suppose that eight men were employed by a manufacturer and they all went into the Service. When they come back, the requirements of this particular manufacturer

have been reduced because of technological improvements or because of a falling off of his business. Instead of having a place for eight, he only has a place for four. The law does not require that he employ eight people. He is required to employ four. And the first four that come back are the four that are each entitled to the job, and they cannot be discharged without cause for one year. At the end of the year, under the act, their rights are terminated.

#### SENIORITY RIGHTS

I know from personal experience that this question is on the minds of a good many of you. You are disturbed by the expression "seniority." What is meant by seniority? What are the rights of the returning veteran as against an employee with greater seniority? This question may ultimately be determined by the courts, but in the administration of the act, the Selective Service System has taken a very definite position. When a veteran comes back, whether he belongs to a union or does not belong to a union, he is entitled to reinstatement even though it necessitates the dismissal of a union or a non-union employee with greater seniority. I know that this question may be the subject of a great many disputes. However, the men and women who are in the Service expect industry to recognize, as Selective Service recognizes, that Congress intended by this law that the veteran should get his job back. If it intended to limit that right with a statement that the right could not be exercised unless it was done in conformity with union rules and regulations or other provisions of civilian organizations, Congress could have so stated. They so stated in England and they so stated in Canada. But the Congress of the United States was mindful of what happened in 1919 when returning soldiers marched all the way from the Battery to the Bronx, hailed by cheers every place they went. But it was not long before they were marching down the highways of this country in search of jobs. Many an erstwhile hero became a curbstone apple peddler or a jobless wanderer. Congress intended that that should not happen again. America means that it shall not happen again. And I am sure industry means that it shall not happen again and that when these men return they are to get their jobs back.

#### VETERANS EXPECT JOBS

Let me say this to you. I have spoken to a good many of the men in the Service and they mean to get their jobs back. Let no man mistake their expectations

and their intentions. I know from my experience of a good many years that industry is going to play fair. Therefore, if I raise my voice about this thing, let it be understood that I am not directing any criticism against industry. We are hoping that industry will stand up and fight, no matter what the cost, to see that the veteran is given decent treatment when he comes back. I want to say to you that the veteran is going to fight for it and it is up to you to fight for it as a matter of good business and an expression of grateful appreciation and in compliance with the law. Let me repeat that, because it is a problem that every one of you will meet, and we will to meet it head on. We would just as soon meet it today as tomorrow.

#### **INTENTION OF CONGRESS**

Congress intended that when a man comes back he is to get his job. If there are cutbacks, these cutbacks are not to be at the expense of the war veteran. This applies to all industry, unorganized as well as organized. It is in no sense anti-labor—it is pro-veteran in accordance with the mandate of Congress. The test is not whether a man did or did not belong to a union but did he belong to the Armed Forces. I believe industry wants it that way. America must redeem its pledge to the veteran that, when he comes back, his job will really be his.

Now, how has industry been cooperating? It has been treating the returning soldier very well! We have no quarrel with industry. You have taken the men in; you have reinstated them; you have helped rehabilitate them. Industry knows how to run its own business. As far as we in the Selective Service are concerned, we expect to give you no interference so far as your business is concerned. We expect business to take hold of this thing. We expect you to interpret the law liberally and generously as you have done. We expect you men and you women in industry to make it the nation's business to take care of the veteran's business.

#### **MORE THAN THE LAW**

War is a dirty business as many of you know from personal experience. One moment you are fighting by the side of your friend; the next moment he is dead, or without a face, an arm, or a leg. The physical and mental strains are beyond description. These men will need more than your compliance with the law. Your sympathetic understanding of their problems and their needs is required. This I know you and all America will give them.

#### **Discussion**

**Question:** I would like to ask the Major about obligations for reinstating veterans with the "blue" cards.

**Answer:** The question is whether a veteran who has a blue discharge has any employment rights. Veterans with a blue discharge have no reemployment rights under the act. It is only the veteran who has an honorable discharge, and a blue discharge is one without honor.

**Question:** I would like to ask Major Golder a couple of questions. Industry is in a difficult position in this matter, in my opinion, because most of us have union contracts and in those contracts there are seniority clauses. I believe there would be no question as to the preference of any industrialist as to which should be favored—the veteran or the seniority rights of employees who have remained civilians. But nevertheless, it is not just a matter of preference, if you have a very tight seniority clause. Suppose that you have reemployed an ex-employee veteran. He has accumulated his service while away. He has five years' service. You have cutbacks and there is a layoff. What is the position of the veteran on the layoff? He is on the regular seniority list.

**Answer:** Congress has made it pretty clear that what it intended to do under the act was to give a man his job when he came back. That means when a man comes back he is entitled to his job, and if you have to remove a nonveteran with greater seniority that must be done to comply with the law. It is not within your province to change it; no union regulation can overrule an act of Congress. And Congress has said that when Joe Doakes comes back, Joe gets his job back. This applies to so-called open shops with the same effect as in the case of those under a collective bargaining agreement.

#### **Job Safe for Year**

**Question:** That is all right, sir. It is granted he gets his job back, but I am talking about a layoff. He has his job back.

**Answer:** He cannot be laid off for one year without cause. What would be cause may depend upon industrial practice in the particular industry. We take the position that when a man comes back, he is in for one year, and when cutbacks come you just "cut him out" of the cutback. He stays in for one year.

**Question:** I am interested in that statement because I have a grievance on file now on that point because we have re-

tained veterans and laid off other people with more seniority.

**Answer:** You have complied with what I think was the intent of Congress because Congress could just as easily have said, "When he comes back, he gets his job, period." But they went further. They said that when he comes back, he holds his job for one year.

**Question:** If you have set up a department which is purely and simply a war production department and you have doubled your employment because of it, people employed there certainly are not your permanent employees considering your normal business. Are those persons who came into those war production departments and never worked anywhere else considered temporary employees or not?

**Answer:** Generally speaking, yes, although every case would depend upon the individual situation. As a general rule, where men and women come in to fill in on a war job during the emergency, the original concept was that when the emergency was over, the job was over, and those men and women are ordinarily considered as temporary employees.

**Question:** If you have employed veterans who were never in your employ before, do they now have any rights in regard to layoffs, and so forth?

**Answer:** No, sir. If you employ a veteran who was not your former employee, he is in the same category as any other new employee.

#### **Merchant Marine Veterans**

**Question:** What are the rights of the members of the Merchant Marine?

**Answer:** The members of the Merchant Marine have specific rights under Public Law 87 passed by the 78th Congress. They have exactly the same reemployment rights, but not under the Selective Service law. Their rights come under a special law that was passed for their benefit.

Attached to every Selective Service local board is a reemployment committeeman. These committeemen are voluntary workers whose job it is to assist veterans in getting back their old jobs and to get new jobs. If problems arise, you can get the right answer and a sympathetic ear by referring the matter to the veterans' reemployment committeeman.

**Question:** I would like to ask a question on that very point. Imagine a situation like this: A man was reemployed who was in the Army about a year. He was given his seniority, his proper seniority, the same rate. He worked in the same de-

partment—a power press department—and the work was varied. They had piece-work rates in that department and sometimes he would make a killing and sometimes he would not. When he was reemployed, it just happened he got a job at which he could not make a big killing so he became dissatisfied and went to his local board. The employer wrote a letter asking what could be done. He stated the case. The union agrees that the man was treated perfectly fairly according to the law. But the letter that the employer received from the advisor to this local board was very nasty. He disregarded everything that the employer had put in his letter, and he said, "This is an order that you must put that man back on the same weekly take that he had before." But his weekly earnings before he went into the Service varied quite a bit. Now, to whom can that employer appeal?

*Answer:* To the State Director. There is every intention on the part of the Selective Service System to see that industry is not blackjacked into doing anything not required under the law. We have complete faith that you will do the right thing. Send the matter to the State Director and I am quite sure that you will get a fair and proper hearing.

#### Labor's Cooperation

*Question:* Major Golder, in your talk you intimated that industry has cooperated in taking back and giving a job to the veterans who have been honorably discharged. At that time, I got the impression, although you might not have meant it, that perhaps his fellow workmen, or should we say the labor organizations, have not cooperated to the same extent. I wonder if you would discuss that a little further?

*Answer:* We have found that the leaders of organized labor have been very cooperative. We have found in some instances that local labor organizations were not particularly helpful, as indicated by the question which suggested there was a grievance because, in the cutback in that particular institution, the veteran was not discharged. Union and nonunion veterans get the same benefits. The test is, "are you a 'veteran'?"

*Question:* Major Golder, where a soldier leaves a position and, within forty days after his return, seeks and obtains another position in a different company, not the old job, does he then waive his option on the old job?

*Answer:* Suppose a veteran is discharged as of this day. He comes back and in five days he gets a job with John Jones, who

is not his old employer, and he does not like it. Five days later, he gets a job with someone else. If within forty days, no matter where he has meandered in the meantime, he comes back to the old job, he is entitled to that job. But if he gets a job some place else and stays more than forty days, he loses his claim to his original job.

*Question:* In the latter case where he obtains a new job, not a former job, and remains for more than the forty days, he would take his place in the regular line on the seniority list?

*Answer:* That is right. He has no re-employment rights under the law.

*Question:* The lad who is taken directly from school and never had a former position, is there any provision made for him in the return to industry?

*Answer:* Not under this act. In the new "G.I." bill, now pending in Congress, there is an attempt made to take care of that man by continuing his educational opportunities and giving him an opportunity to adjust himself and to acquire such skills as are necessary to give him a chance to compete in industry or in other fields.

*Question:* Major, under the Selective Service Act, there is a provision that the veterans shall be taken back if they are able to return to work. Now suppose an industry desires to go beyond that and wishes to reinstate these men whether they are able to come back within the forty-day period or not. If they inquire and get veterans to come in and apply for the jobs within the forty days, and, realizing that these men cannot take their jobs, are willing to furlough these people for a reasonable period for their rehabilitation, what would a reasonable period represent? I mean by that, how long a period in fairness to the veteran? Should it be six months or a year?

*Answer:* Under the act a man must be qualified to perform his work. The veteran comes back and he is not qualified. The employer wants to put him to work. It is now a matter of grace. He does not come in as a matter of right. It now becomes a matter of contractual relationship between employer and employee. Anything the employer does for him is being done on a basis of patriotism or good business or whatever you please. That is entirely a contractual relationship between the employer and the man.

*Question:* If an employer voluntarily takes a man back who has not presented himself in forty days but comes later, does the one-year requirement prevent the employer from discharging him?

*Answer:* No. If you take a man back after he has waived his right and you put him to work, there, again, it is a matter of grace and he comes in on the same basis as any new employee. In order to avail himself of the right given by the act, he must apply within forty days. After the forty days, if you put him back to work, he is on the same basis as anybody else who was not formerly employed, unless the employer voluntarily agrees to give the veteran all the rights which he would have had under the act.

#### Army Data Confidential

*Question:* I would like to ask another question. Is there any way in which the employer can obtain the information that the Army has as to the man's mental and physical condition at the time he is discharged?

*Answer:* No, there is not. The act of Congress does not permit the disclosure of such information. We all feel, as a result of our experience, that, as a matter of right, when a veteran comes back seeking a new job, he is entitled to have the same physical examination that you would give to a man who was never in the Service. Let me illustrate it this way. A great many men are called into the Army. It is like calling out a squad for the football team. You have probably one hundred and fifty men who come out for the football team, and finally you get down to the first team and the second team and then a scrub team, and a great many other fellows you just send back. Now, the men you send back are all right. They just cannot make that first team, and the Army does not have time enough to perfect them for the first team. They go back and take their ordinary place in the economic life of our country. The men who go into Service should not, when they come back, be penalized for having been in the Service. Put them through the same physical examination that you would put a man who never was in the Army and if he can pass the same tests that the other fellow passes, that ought to be enough. It would not be fair to have the Army medical examination turned over to the employer because it contains a lot of statements that might mean one thing in the Army and quite another thing in our everyday lives. When a man comes back, you can tell in a very few minutes whether or not he is qualified to go back to work.

*Question:* Your example of the eight men indicated that there would be no seniority rights among veterans in reinstatement. That means in some cases that

in industries where there was a cutback men who were discharged during their period of military training would come back and have seniority rights or be in a position to take a job, so that when men return who have been in combat service and overseas and have been away a long time they would not have jobs.

*Answer:* No, it would not work out like that. When a man comes back and he is qualified, he gets his job. Suppose, in the instance you gave, a man is discharged from camp. He comes in and he gets his job and he is entitled to it as a matter of right for one year. It might be a year and a half from then somebody else comes back who has been in combat. So far as this man who first came back is concerned, he is eligible for reinstatement. What I tried to bring out is that if eight men are eligible for a job, and there are only jobs for four, the first four who come back are entitled to the jobs when they come back, and they hold those jobs as a matter of right for one year. Now, it may be that somebody else who is coming back later would have greater seniority and when he comes back if there is a job available he gets it. He can displace any nonveteran, until the veteran has worked one year.

*Question:* You would never have veterans bumping other veterans, then, during the first year of reinstatement if one had more seniority than the other?

*Answer:* No, it is not likely. The law of averages would not make it likely.

*Question:* Major Golder, you have stated that the reemployed veteran is entitled to any increases in rate that may have been assigned to his particular job.

*Answer:* If the increase attached to the job rather than to the ability of the individual occupying it.

#### Wage Rates

*Question:* My problem is this: a plant has an automatic increase schedule based on the theory that the longer the man remains on the job, the more valuable he is. It runs over a period of time. The man has been hired and at the end of the first year he is inducted into the Service. Later, he returns and picks up his job. What happens to that automatic increase schedule? Does it pick up at the one-year period, or what?

*Answer:* No. He gets the benefit of the increase. If the increase is an automatic increase in that job, and the increase attaches to that job, it is just as if he stayed in the employment right straight through. It was the intention of Congress that in

no wise should a veteran be penalized by reason of service.

*Question:* I do not mean to dispute it, but the theory is that the longer he is on the job the more valuable he is. At the year-and-a-half level, he is more valuable than at the year level.

*Answer:* If he is not qualified to fill the upgraded job, he goes back to the job that he held at the time he left. If he has been upgraded in the Army and as a result of his military experience or other training, is qualified to fill the upgraded job, he is entitled to the upgraded job with the upgraded salary. If he is not qualified to do the job, he gets one equal to the job he left.

*Question:* In this particular organization, if the man held the same job he would earn more at the end of two years than he did at the end of one year.

*Answer:* That is right. Therefore, if a man worked there for one year, went into the Service for one year, came back, and is qualified to do the work of that job just the same as if he had been there for two years, he is entitled to the salary that is paid to the man who works there for two years.

*Question:* You said you could not see one veteran knocking off or bumping off another veteran. A permanent man goes into the Service. He is replaced by a temporary man. The temporary man is discharged from the Service before the permanent man. He goes back on the job he left. He is on that job six months. The permanent man returns and has a right to his job. What becomes of the temporary man?

*Answer:* Under the act, it is only a permanent employee who has any reemployment rights. Therefore, if a man who has a permanent job goes into the Service, and somebody else comes in and takes his place, the second man has no permanent job. He is just a seat-warmer, if you please, until the first man comes back. There is only one man entitled to that job, and that is the first man who permanently had that job.

*Question:* And you put the temporary man in anywhere you can in your industry?

*Answer:* That is right. You put the temporary veteran wherever you can. If you can place a veteran and give him a break, I know you will do it. But you are giving it to him as a matter of grace and not as a matter of right under the act.

*Question:* What is the status of the employee who returns from the Service, is

perfectly well qualified to take his old job but prefers another job which does not have so favorable a rate.

*Answer:* He is entitled to his old job but, if he wants another job, he makes an agreement with the employer and then it is a matter of contractual relationship.

*Question:* The returned soldier is restored to his old job. At the end of six months, he resigns and takes another. Does he thereby break his service record and waive his right?

*Answer:* That is right.

#### Notification Difficulties

*Question:* Is there any provision that an employer can be notified when his soldiers come back from the draft boards? Some may take another position in another plant and the former employer still carries him on the roll and does not know he returned at all.

*Answer:* Unfortunately, it is impossible for the Army, as a matter of administration, to notify the employers in all cases when their former employees are being separated from the Service. Under the Selective Service law, men discharged from the Armed Forces are required to report to Selective Service local boards for reclassification. The Selective Service System has directed the reemployment committee attached to local boards to ascertain as quickly as possible whether a returning veteran intends seeking reinstatement with his former employer and to convey such information as soon as possible to the veteran's former employer. There is no way at present that the Army can notify an employer as to the veteran's employment intention.

*Question:* If he is referred to another employer, his former employer should be notified to that effect, don't you think?

*Answer:* Well, as a matter of cooperative good business, I suppose one employer might notify the other one, but the administrative problem is rather difficult. It is not anything over which we have any control. However, in order that an employer may know about his legal reemployment obligation when a veteran comes back, he is entitled to see the veteran's certificate of discharge to learn whether or not he is applying within the forty days and also to examine the certificate to find out whether he has an honorable discharge.

*Question:* Is this rule you speak of about the veteran regaining his old job a rule of Selective Service with the blessing of the administrative officers of the country or is it a law of the land?

*Answer:* It is the law of the land with the blessings, I hope, of the administrative officers of the country.

*Question:* Are employees who go into the Ferry Command entitled to the rights and privileges under the Selective Service Act?

*Answer:* Yes, if they are sworn in as members of the United States Armed Forces, they are entitled to them if they entered after May 1, 1940.

*Question:* Has any estimate been made as to how the Armed Forces will be demobilized after the war?

*Answer:* I am quite sure that no definite plan has been adopted. If a plan has been adopted, it is still a military secret.

*Question:* Major, if an employer discontinues certain departments in his firm where men were employed who have left for the Armed Services, do their rights on their return attach to the other portion of his factory, assuming that the part still operating is absolutely different from the other type but part of the same business in which these veterans were formerly employed?

*Answer:* Yes. The act provides that he is entitled to his former position or to a position of equal seniority status and pay. Suppose that a company had a plant in one community and a plant in another community and a plant in a third community, all of which dovetail into the general work. They might decide to close the plant in one community as a matter of convenience. Under the act, the man would be entitled to a job in some other place of equal seniority and pay.

*Question:* What I had in mind, Major, was a different type of business. What I meant was that a company was running two different types of businesses under the same corporate name, and it continued one and discontinued the other.

*Answer:* If the two businesses were distinct and separate, the liquidation of one business does not entitle a veteran to a position in another distinct business. While a veteran is entitled to his old position or to one of like seniority, status and pay, this position of like seniority, status and pay must be identified with his former position. This identification does not follow from one business to another which is entirely separate and distinct, merely because it is operated by the same employer. Union memberships, collective bargaining agreements, social security tax payments and other facts often indicate the relation-

ship between employer and worker, worker and plant.

*Question:* Major, suppose you had your cutback before the man came back from the Service, and you had, let us say, twenty-five men left in a department which had previously had fifty. Your man comes back from the Service and has less seniority than any man in that department. Do you lay off one of the men in that department to put him in?

*Answer:* That is right, unless it is a veteran who has to be laid off.

*Question:* No, they are not veterans.

*Answer:* Then the returning veteran is entitled to a job even at the expense of one of the others.

*Question:* Major, we have roughly twelve thousand men. Some of our servicemen are coming back. We want them back, but we are beginning to sense an attempt to divert these men into what we call today "nonessential" but perhaps longer-enduring operations. Do you know of any such attempt?

*Answer:* No. As a matter of fact, the War Manpower Commission has given to veterans a sixty-day roaming period during which they can go wherever they want without a certificate of availability. I think the War Manpower Commission and industry itself would like to see men go back to their old jobs, especially where it is an essential activity. There is no movement with which the government has any part which tends to divert returning veterans from essential activity into permanent, long-range, nonessential jobs at this time.

#### Employment at Another Plant

*Question:* Major, you mentioned a few minutes ago an example of a company having plants in several communities. Imagine a company has three plants manufacturing the same type of article and separated by three hundred miles from each other. Now, a veteran who left one of these plants finds, upon his return, that this particular plant has been shut down. Should he be considered for employment in these other two plants where similar jobs exist even though at some distance from where he had formerly worked?

*Answer:* He should certainly be given first choice for employment. If an employer operates a number of plants which are physically separated, but it is understood both by the employer and the employee that the latter is considered as an employee in any of the plants and can be assigned from one plant to another,

then the fact that the particular plant in which the employee was working at the time he entered the Service was liquidated does not bar his right to employment in one of the other plants if there is a position in existence. Where, however, the plants are so separated that there is no connection between one plant and the other as far as the employee is concerned, he cannot insist upon employment in a distant plant if the plant in which he was employed at the time he entered the Service has been liquidated. Very often, the social security tax may be an indication of the employee's status. In every case, however, it is hoped that the veteran, irrespective of the absence of rights under the act, will be given a preference in employment.

*Question:* What constitutes an application for reemployment by a veteran? We had a case where, at quitting time, a veteran in uniform came up to a man coming out of the employment office who happened to be an interviewer. The veteran said, "Say, are there any jobs back in such-and-such an area?"

The interviewer did not ask him if he was applying for work. He said, "No, we are pretty well filled up back there." The veteran went away and obtained a job elsewhere. He did not like it, and tried another job. A period of six months elapsed. Then he came back and filed his application for employment at his original plant from which he left for the Service. It is an official application and he is asking for his job back. I wonder just what we are getting into on the technicalities of what constitutes an application for reemployment?

*Answer:* Well, that is a fact situation in every case. There is not any rule of thumb on it. If that is all the man said, you might have six people on a jury say it was an application for reinstatement, and six might say it was not. It is just a common-sense, practical question as to whether a man made an application for reinstatement. That would be varied in many circumstances. Suppose a veteran had come a long way—suppose he had gone for ten or fifteen miles out of his way to talk to the interviewer that he met on his way out. You would be justified in thinking that the man did not come fifteen miles just to have a chat with him. You have a right to assume that he came back to apply for his old position. It depends entirely upon the facts in every situation.

#### Draft Board Role

*Question:* Major, does not that raise a question as to the information, or perhaps

instruction, that the Army gives a man at the moment he is about to be discharged?

*Answer:* That is right. The Army and Navy issue instructions to every man at the time he is discharged and give it to him in writing. Under the Selective Service Law, a man must report to his local board for reclassification unless he is over sixty-five. If a man is discharged because he has lost both hands, he still has to report to the local board for reclassification. Suppose a man has been discharged because of flat feet. He goes back to his local board. However, in October, 1944, they may want men with flat feet. That man is eligible for reinduction, so the man upon his original discharge must go back for reclassification so that the local board will know at all times where he can be found if wanted. When he goes back he is advised, by the reemployment committee, that he must file within forty days for reemployment at his old job. Every effort is made by the Army, Navy, Marine Corps and Coast Guard to notify their members, upon discharge, of their rights. As a matter of fact, they are now publishing booklets on the subject and if any of you write to the National Headquarters of Selective Service, they will send you copies, or you may write to the War or Navy Departments. They are booklets containing the instructions given to men and women who are being discharged from the Armed Forces.

*Question:* Is there any distinction between the man who works two weeks and then goes into the Service and the man who works two years?

*Answer:* If the man who worked two weeks can be considered as having been a permanent employee when he left, he has the same rights as the man who worked for two years. The question of the length of his services is significant only as it may affect the question of whether or not he was a permanent man or temporary man, but if he is a permanent man he is entitled to the same rights.

*Question:* However, you would expect all industries to take the temporary men back as well as the permanent?

*Answer:* Not under the law, but we hope they will. We want them to take the veteran who was a temporary man back if they can. We feel that the veteran is entitled to a break. Now, there are two ways he gets it. One is by the law, and the second through something that is bigger and more generous. That is the response that a patriotic nation will give to the man who served in the Armed Forces. One is a matter of right because

Congress said so. The other is a matter of right because a man has earned it. We depend upon industry, upon management and upon labor in this country to do the big and generous thing for the veteran. If you do that, you are doing what we think is right and what you think is right. If you do the first, you are only doing it because Congress said you must do it. The second reason, to my mind, and I am sure in your minds, is greater and more potent than the first.

*Question:* Are there many instances of conditional discharges whereby the man is directed towards essential employment rather than back to his old job?

*Answer:* Yes, there are a good many instances where men have applied for transfer to the reserve to engage in essential activities. When those men are discharged and stay in the essential activity other than their original employment for more than forty days, they waive their rights under the act.

## War-risk Contribution Provisions<sup>1</sup>

ONE OF the difficulties encountered in states which have incorporated experience-rating provisions in their unemployment compensation legislation is that in wartime when unemployment is low and payrolls are increased, the rates are falling. As a result, contribution rates drop just at the period when the potential liabilities of the state funds are expanding and employers are best able to bear the burden of high taxes.

Ten states (Alabama, Florida, Illinois, Iowa, Maryland, Minnesota, Missouri, Ohio, Oklahoma and Wisconsin) in 1943 incorporated war-risk contributions provisions in their unemployment compensation laws. These provisions attempt to prevent contribution rates from falling as rapidly as they otherwise would under existing experience-rating provisions by introducing another basis on which to vary rates, in addition to experience with the risk of unemployment. This new rate is based on experience with increase in employment.

In general the war-risk provisions apply only to the war period. The liability for the increased taxes is assessed on employers whose payrolls have expanded greatly during the war—either on all employers or those whose payrolls are of a specified size. In most of the states, the war-risk rate is levied only on that part of the payroll in excess of a stated amount. It may be a flat rate that is higher than the rate determined under the usual tax provision; it may be levied in addition to the regular rate; or it may vary with the increase in the employer's payroll and the status of his reserve account.

Only employers whose payrolls have been expanded greatly during the war period ordinarily are required to pay war-risk contributions. In determining what employers are subject to the tax, the pro-

visions take into consideration the size of the employer's payroll; the increase in his payroll over a specified prior period; and in four states, the rates now assigned employers under experience rating or the status of the employer's account.

The rate structure of the war-risk contributions is not uniform in the ten states. Which employers are liable for war-risk contributions and the rates they must pay are shown in a table in the original article.

F. BEATRICE BROWER  
Management Research Division

## Preview for New Employees

A brand new idea has been developed by Butler Brothers, Chicago, to tell the story of the company. A "Personnel Scrap Book" is being made up for each of the six branches. The book consists entirely of photographs, and captions, showing the employees at work, the cafeteria, and the recreation rooms. One section is an explanation of the company generally. The remainder of the book is devoted to local shots taken at the branch for which it is to be used.

These albums, which have been prepared by the training department at headquarters, will give applicants a better understanding of the company's operation, as members of the personnel department will have photographs to illustrate their explanations of a particular job.

## Celebrating Mother's Day

The Guiberson Corporation of Dallas, Texas, presented a corsage to each mother working at its three plants on Mother's Day and sent greetings to all those not on duty. More than three hundred corsages were distributed.

<sup>1</sup>Digest of an article, "War-Risk Contribution Provisions of State Unemployment Compensation Laws," from *Social Security Bulletin*, May, 1944, p. 2.

## CLERICAL SALARY RATES PAID IN APRIL, 1944

City	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Billing Machine Operator					Bookkeeping Machine Operator					Calculating Machine or Comptometer Operator					Junior Dictating Machine Transcriber					
Atlanta.....	\$23-38	a	...	a	...	\$18-40	a	\$23	\$27	\$31	\$21-40	\$40	\$28	\$32	\$39	\$20-22	...	...	...	...
Baltimore.....	24-34	a	...	a	...	23-37	a	20	33	35	24-34	25	25	28	31	20-30	\$22	\$22	\$24	\$27
Boston.....	18-38	\$25	\$22	\$25	\$27	17-48	\$27	21	24	27	16-45	24	22	25	28	20-23	a	...	a	...
Buffalo.....	20-35	28	25	27.50	28	23-37	a	26	27.50	30	20-37	37	24	28	34	23-37	25	25	26	28
Chicago.....	21-61	30	26	30	31	22-45	32	28	31	33	18-45	30	26	29	34	24-40	a	26	28	36
Cincinnati.....	20-37	22	22	24	27	18-45	28	23	26	30	18-37	24	24	27	27	20-26	24	23	24	25
Cleveland.....	21-59	25	26	29	36	23-40	33	28	32	34	21-54	25	25	29	33	24-53	25	25	26	28
Detroit.....	23-47	30	29	31	33	20-45	32	29	32	35	21-40	40	31	35	40	18-53	24	24	24	28
Houston.....	22-40	29.50	29	30	35	25-45	33	31	33	35	23-42	29	27	31	38	24-29	25	...	a	...
Los Angeles.....	24-41	a	29	32	37	18-43	21	21	23	25	24-46	37	32	37	38	21-29	21	...	a	...
Louisville.....	23-30	a	...	a	...	20-29	a	23	24	28	20-37	27	24	27	28	23-29	23	23	24.50	26
Milwaukee.....	17-29	23	23	24	27	16-54	27	24	26.50	29	15-38	25	22	25	27	20-35	22	22	22	23
Minneapolis-St. Paul	20-46	41	25	40	42	17-46	38	22	25	31	16-44	38	25	28	36	20-28	20	...	a	...
Newark.....	20-40	24	24	26	29	20-50	28	27	28	31	15-53	28	27	28	30	18-43	25-28	23	25	30
New York.....	18-51	42	24	29	34	16-45	28	25	28	32	18-50	34	30	34	35	16-21	19	18	19	19
Philadelphia.....	20-45	21	21	23	26	19-55	35	26	31	35	18-40	23	23	24	30	16-22	19	18	19	19
Pittsburgh.....	20-39	30	25	27	30	18-38	25	25	25	27	19-44	23	23	24	27	18-25	a	...	a	...
St. Louis.....	17-39	a	20	22	29	17-44	23	23	26	30	17-39	22	22	24	29	20-25	23	...	a	...
San Francisco.....	27-43	35	31	33	35	23-43	29	27	31	31	21-44	33	30	33	35	20-33	30	...	...	...
Seattle.....	28-30	28	...	a	...	28-45	30	30	30	37	28-40	39	30	33	39	18-43	\$24	\$22	\$24	\$28
All Cities.....	\$17-61	\$30	\$23	\$28	\$32	\$16-55	\$25	\$24	\$28	\$32	\$15-54	\$28	\$25	\$30	\$34	\$18-43	\$24	\$22	\$24	\$28
Senior Dictating Machine Transcriber					File Clerk					Key Punch Operator					Office Boy (or Girl)					
Atlanta.....	\$25-40	\$32	\$25	\$32	\$32	\$16-42	\$38	\$20	\$25	\$38	\$16-38	a	\$20	\$22	\$30	\$19-24	\$22	\$20	\$22	\$22
Baltimore.....	25-34	25	26	28	31	18-32	18	18	21.50	24	18-36	a	22	26	28	18-23	18	18	18	20
Boston.....	18-37	28	26	28	31	15-42	17	18	21	24	17-32	\$29	22	26	29	15-25	22	17	20	22
Buffalo.....	24-29	24	24	28	32	17-37	32	32	32	33	20-41	32	32	33	36	16-32	32	19	32	32
Chicago.....	22-45	28	28	30	32	15-47	18	20	23	28	21-42	28	25	28	32	17-34	20	20	21	23
Cincinnati.....	22-34	29	24	27.50	29	17-35	19	18	19	21	19-33	24	23	24	30	16-22	19	18	19	19
Cleveland.....	25-44	27	27	29.50	38	19-58	a	24	26.50	29	21-41	30	27	30	36	19-36	23	22	23	25
Detroit.....	25-44	40	30	35	38	17-41	23	23	25	29	20-42	32	28	33	37	17-32	22	21	22	25
Houston.....	23-37	35	...	a	...	22-46	22	23	27	29	27-48	35	30	32.50	35	17-34	17	17	18	23
Los Angeles.....	25-37	28	28	30	33	21-46	37	25	34.50	37	25-41	32	31	32	36	18-33	23	23	25	27
Louisville.....	23-35	a	...	a	...	16-35	20	20	21	23	20-29	a	24	27	28	16-24	18	17	18	20
Milwaukee.....	18-41	a	22	26.50	32	16-41	18	17	18	21	18-32	25	24	25	27	15-22	20	18	19	20
Minneapolis-St. Paul	22-40	25	25	26	29	16-50	20	19	20	22	18-38	21	21	23	28	15-32	18	18	20	25
Newark.....	23-31	24	24	25	29	18-40	24	20	23	24	20-42	27	23	25	28	16-25	21	20	21	21
New York.....	23-57	32	30	33	40	15-51	23	22	25	30	17-40	30	26	29	31	14-32	20	18	20	21
Philadelphia.....	23-42	40	29	40	40	18-50	22	22	25	30	19-36	27	23	27	30	16-30	20	18	20	20
Pittsburgh.....	23-39	25	25	27.50	32	17-39	23	20	23	25	17-41	18	18	24	27	15-31	17	17	18	20
St. Louis.....	21-29	24	24	24	27	16-39	18	18	21	27	18-39	27	23	27	31	15-25	17	16	17	19
San Francisco.....	25-42	31	31	31	36	23-45	28	28	29	33	20-44	32	30	31	34	20-31	23	23	25	25
Seattle.....	...	a	...	a	...	23-38	38	28	38	38	...	...	...	...	...	18-28	24	...	a	...
All Cities.....	\$18-57	\$29	\$27	\$30	\$34	\$15-55	\$20	\$20	\$24	\$29	\$16-44	\$30	\$24	\$28	\$32	\$14-36	\$20	\$18	\$20	\$22
Receptionist					Stenographer					Telephone Switchboard Operator					Junior Copy Typist					
Atlanta.....	\$24-40	a	...	a	...	\$20-42	\$35	\$25	\$29	\$33	\$20-40	\$21	\$21	\$23	\$32	\$15-28	\$21	\$20	\$21	\$23
Baltimore.....	25-33	24	24	25	27	18-38	27	26	28	31	18-35	25	24	25	30	18-37	25	20	25	26
Boston.....	19-58	\$35	\$24	\$31	\$35	20-46	28	28	32	34	20-45	31	25	28	31	15-25	23	20	21.50	23
Buffalo.....	28-34	32	32	32	34	19-37	32	27	31.50	32	23-37	32	29	30.50	32	19-33	32	26	32	33
Chicago.....	21-41	25	25	26	32	21-46	28	27	29	32	20-38	28	27	29	33	18-37	22	22	23	25
Cincinnati.....	20-30	24	24	24	34	17-38	24	23	24	28	20-38	24	24	25	28	17-25	19	19	20	21
Cleveland.....	26-52	26	28	30	40	21-46	28	28	30	34	21-46	26	26	29	33	20-39	24	24	26	27
Detroit.....	25-49	a	28	33	38	23-46	39	30	33	38	21-40	26	26	29	33	17-33	25	24	25	28
Houston.....	24-36	35	31	34	35	17-44	29	29	32	37	18-42	35	31	33	35	23-37	28	28	29	30
Los Angeles.....	27-44	39	34	38	40	27-48	37	32	36	38	18-43	35	30	32	36	18-36	35	24	29	32
Louisville.....	22-29	a	...	a	...	20-36	29	24	28	29	22-30	24	24	25	28	18-23	a	18	20	21
Milwaukee.....	25-38	a	...	a	...	19-39	25	25	26	29	18-42	25	25	27	29	15-32	21	20	21	23
Minneapolis-St. Paul	20-43	28	28	32	32	17-52	30	28	35	40	18-46	33	30	31	33	16-36	20	20	22	26
Newark.....	20-34	a	24	26	30	18-45	25	25	28	33	20-48	34	25	29	34	17-29	20	20	22	25
Philadelphia.....	22-40	32	32	32	36	17-45	25	25	28	33	15-45	25	25	25	31	17-27	19	19	21	22
Pittsburgh.....	18-39	18	18	25	29	17-43	25	23	28	32	15-45	25	25	27	30	16-28	24	21	24	25
St. Louis.....	18-35	27	27	31	31	17-42	23	24	27.50	31	18-35	a	25	27	30	21-35	28	27	28	29
San Francisco.....	25-46</																			

## “Prices and the Cost of Living in Wartime”

*Report of the Technical Committee Appointed by the Chairman of the President's Committee on the Cost of Living: Wesley C. Mitchell, Chairman; Simon Kuznets; and Margaret G. Reid. Dated June 15, 1944, and Distributed by the Office of Public Information, National War Labor Board.*

AS INDICATED by its subtitle, this document is “An Appraisal of the Bureau of Labor Statistics Index of the Cost of Living in 1941-44.” It is the fifth<sup>1</sup> in a series of documents dealing with BLS cost of living index which have been produced as a result of criticisms leveled at the index by labor groups, and represents “an independent opinion.”

In a word, the score stands at four to one—four for and one, the Meany-Thomas report, against the BLS indexes. The Mitchell report summarizes its findings as follows: “Our examination of the methods used by the BLS and the other information we have gathered, including the BAE index of the cost of living of farm families, leads us to conclude that the BLS has done a competent job, under very difficult market conditions, in providing a measure of price changes for goods customarily purchased by families of wage earners and lower-salaried workers living in large cities.”

This conclusion was reached after an extensive examination of BLS methods, the four documents cited in footnote (1), and “additional data assembled from numerous sources that relate to the problem of retail prices and living expenses during the war.”

### POSSIBLE EXTENT OF ERROR

The maximum range of possible error was found to be from 3.4% to 5.1%. In other words, the BLS index might have increased from 26.8% to 28.5% between January, 1941, and December, 1943, instead of the 23.4% reported, if shortcomings of samples and weights, underreporting of actual prices, effect on average prices of reductions in markdowns and special discounts, and quality deterioration leading to the purchase of increased quantity had been taken into account. In deriving this over-all estimate of error, the report states:

<sup>1</sup>These are: 1. “An Appraisal of the U. S. Bureau of Labor Statistics Cost of Living Index.” Special Committee of the American Statistical Association. 2. “Cost of Living,” by George Meany and R. J. Thomas. Recommended Report for the Presidential Committee on the Cost of Living by Labor Members. 3. “The Cost of Living Index of the Bureau of Labor Statistics.” A Review and Appraisal of the “Cost of Living,” by George Meany and R. J. Thomas, Labor Members of the President's Committee on the Cost of Living, Made by the Bureau of Labor Statistics at the Request of the Chairman of the Committee, Mr. William H. Davis. 4. “A Critical Analysis of the Meany-Thomas Report on the Cost of Living,” Conference Board Reports, National Industrial Conference Board.

“ . . . it is important to point out that many of our estimates of the shortcomings of the index are little more than crude guesses, though we think they are more considered and therefore better guesses than those made heretofore. Most of the magnitudes we state should be thought of only as ‘possible’ and only to a limited extent as ‘probable.’”

It further says:

“In spite of the fact that we talk about shortcomings of the index, both in achieving its acknowledged objectives and in measuring certain changes that are outside its objectives, in general we have little advice to offer for improvement in the methods used by the BLS. The methods used by us in estimating the shortcomings of the present index are for the most part not suitable for an official index that must be based on measurable phenomena.”

The report is completely detailed with each of the main budgetary items treated in separate chapters with appropriate appendixes.

### PURPOSE OF INDEX?

With the Mitchell report finding only a maximum error of from 3% to 5%, what is the reason for the claims that the index greatly understates the true rise in living costs? This report gives the answer in the following quotations:

“But many of the criticisms arise from misunderstanding of what the Bureau tries, and should try, to measure. To most people ‘cost of living’ means the amount of money a family spends. If it buys more food and finer clothes, or moves to a roomier home, its cost of living goes up. That interpretation is so widespread that we think the Bureau’s index is misnamed. To repeat once more: it is really an index of price changes in a list of customary supplies kept as nearly constant as possible.”

“While the BLS cost of living index seldom approximates change in expenditures, whether or not they are looked upon as necessary, this should not be looked upon as a disadvantage. We do not try to combine in the same measure a person’s weight and height. To repeat, it is only one element in changing expenditures which is measured by the BLS index. The failure of the BLS cost of living index to measure change in expenditure cannot be looked upon as a defect, if there is use for a measure of

what the dollar of certain families will buy in a changing market.”

“One of the things we need to know is how living costs are being influenced by changes in retail prices. Otherwise, we should have no means of judging whether the governmental price controls are effective or not; nor could anyone compare changes in wage rates with retail price changes. What the BLS now tries to supply is highly desirable, and to mix in additional factors with price changes would make the meaning of its index even harder to determine than war conditions have already made it.”

### EXPENDITURES VS. PRICES

Labor—and the Meany-Thomas report, in particular—contends that any cost of living index used in connection with wage adjustments should measure, over and above price changes, such items as changes in family expenses caused by wartime shifts, income taxes, black market price rises, and war-bond purchases. Without going into the merits of adjusting wages in accordance with changes in living costs, the inclusion of such wartime expenses as moving, maintaining dual places of residence, hiring domestic help so the housewife can work, etc., in the cost of living index would, in effect, mean that wages should be increased further because expenses were incurred to raise income. On this point, the report states:

“Families who have migrated, or whose members formerly engaged in full-time homemaking have undertaken gainful work, are likely to feel that they have had other necessary expenditures thrust upon them. These increased expenditures are, however, in a somewhat different category from those already considered. . . . Families incur migration costs, the expenses of living in high-priced communities, or the costs that come with the gainful employment of the housewife, in anticipation that the additional income will probably cover or more than cover the additional expense incurred. Money rewards have always been relied on to induce people to overcome their inertia and undergo the inconvenience of moving and changing jobs.”

With regard to income taxes, it states:

“If a measure of necessary expenditure for any group of families is to be

used to compare with change in their total income, it would be immaterial whether income taxes were treated as increase in expenditure or as deduction from gross income."

The Mitchell report does not mention that high wartime income taxes, which are a burden imposed on all by the government, are as much a necessary evil of war as sending men and women to the fighting fronts. It would hardly seem reasonable to include such taxes in any measure used to adjust wages, since such inclusion would mean, at least for those whose wages were so adjusted, that no increase in taxes could be made really effective, and, hence, could not be used to reduce excess purchasing power.

Black market prices likewise have no place in the index, since, if they caused

the index to rise more rapidly, they would result in the defeat of rationing and in wage rises for trading in illegitimate sources. The Mitchell report covers this point as follows:

"Nor is there any justification for covering in an official index such prices for either rationed goods when they are available at ordinary prices within the quantities allotted by the rationing authorities; or for products which, owing to the war, have disappeared from regular markets."

The inclusion of war-bond purchases would mean that the more a worker saved the more he should be paid. To quote the report:

"Bonds purchased also have been included by some people in the category

of necessary expenditures. Since bonds purchased, and not cashed, constitute savings, there seems no reason for not looking upon them as such, even though some families may feel under pressure to cut certain expenditures in order to purchase them."

The fact that the Mitchell report was prepared by experts<sup>1</sup> in the fields of prices and index-number construction clearly shows in the report itself. While there may be disagreement with certain specific points contained in this document, there should be no question of its scholarly treatment of the subject as a whole.

R. A. S.

<sup>1</sup>For example, Professor Wesley C. Mitchell is the author of such works as "The Making and Using of Index Numbers"; "History of Prices During the War"; "International Price Comparisons"; "Business Cycles, the Problem and Its Setting."

## Recent Developments in Employee Trusts

DURING the past few months the Bureau of Internal Revenue has issued a number of regulations on various aspects of pension and profit-sharing trusts which were not covered in its previous regulations. The more important of these rulings follow.

### REGULATIONS

Mimeograph No. 5677, which was issued April 28, is concerned with the correlation of pensions with salary increases. It stipulates that if the retirement benefit is based upon the participant's compensation, increases in the employee's income must be reflected in an appropriate increase in his pension. It permits certain exceptions to this ruling. If the plan provides that increases in compensation occurring after a specified age shall not be recognized, and this proviso applies to all participants alike, such an arrangement shall not be considered discriminatory. If, for administrative convenience or because suitable contracts are not available, the plan provides that additional amounts of retirement benefit shall not be granted until the cumulative increase in basic compensation is large enough to call for an increase in the pension of not less than a specified minimum, the plan will not be considered discriminatory. This minimum unit, however, must not exceed \$120 per year.

The question frequently arises as to what constitutes a pension plan or a profit-sharing plan. The answer is provided to some extent in section 23 (p) (1) (C) of the Internal Revenue Code. I. T. 3660,

issued May 23, gives a further definition of profit-sharing and pension plans. It stipulates that if a plan provides for distribution on the basis of amounts actuarially necessary to provide predetermined retirement benefits, it is inherently a pension plan and subject to the limitations on deductions under section 23 (p) (1) (A) of the Code.

Another question on which considerable uncertainty has existed is whether a profit-sharing plan under which contributions to the fund were arbitrarily determined would qualify as a *bona fide* trust. I. T. 3661, issued May 23, rules that to qualify under section 165 (a) of the Code, a profit-sharing plan must set forth a definite formula for determining (1) the profits of the employer to be shared and (2) the distribution of profits among the employees and their beneficiaries.

Three important rulings—I. T. 3674, 3675 and 3676—have recently been issued by the Bureau regarding contributions for employee stockholders under a pension or profit-sharing trust. Until that time it had given no indication of the amounts of contributions which could be made for this class of employee without disqualifying the trust. Under these rulings, a plan otherwise qualifying under section 165 (a) shall not be considered as discriminatory in favor of stockholders if not more than 30% of all contributions is made in behalf of employees who individually own, directly or indirectly, 10% of the stock. For the purpose of determining stock ownership an individual shall be considered as owning the stock owned by the spouse and minor lineal descendants.

### OTHER DEVELOPMENTS

Bureau of Internal Revenue officials are studying profit-sharing plans with a view to formulating additional regulations. When the first regulations governing pension and profit-sharing plans were drawn, the Treasury Department was mainly concerned with pension trusts, and profit-sharing was treated very briefly. The new profit-sharing trust regulations probably will not be available for a month or two.

The War Labor Board has issued a memorandum to its Regional Directors to process applications for profit-sharing plans and to disapprove all which do not meet the Salary Stabilization Unit regulations. Previously they were required to forward to Washington all which did not fulfill these requirements.

When the regulations were issued integrating company pension benefits with Social Security benefits, Senator Taft protested that they were inconsistent with the intent of the act passed by Congress. In May he proposed an amendment to section 165 (a) (5) of the Internal Revenue Code which in part read, "in determining whether a plan is discriminatory the Commissioner shall only consider the relative benefits of those included in the plan and shall in no way consider the amount or other characteristics of the benefits received under the Social Security Act . . . by employees excluded from the plan." After two hearings had been held on this amendment, it was decided to postpone further meetings until fall.

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## L-M Committees Spur Production

**I**N A SHORT impressive ceremony held two days after D-Day, the nation's first "Invasion Production Pledge" was taken by labor and management representatives at the Pittsburgh Labor-Management Committee exhibit at the annual "Peak of Progress" exposition sponsored by Kaufman's Department Stores. The theme of the show, attended by hundreds of leaders of management and labor, was "20 Per Cent More in '44."

Thirty individual exhibits representing approximately eighty-six L-M committees were open to the public from June 1 to 17. The Westinghouse Electric & Manufacturing Company exhibit (Local 601 UE-CIO and AWSE-Ind.) demonstrated how employee suggestions totaling 8,059 in 1943 had saved 288,675 man hours, how the accident rate had been cut 26%, and how enough materials had been conserved since the beginning of the war to build 1,000 tanks.

The use of special shoes and of eye protectors in carrying out the safety program of the L-M committee at Westinghouse Air Brake Company and Union Switch and Signal Company (UE-CIO) made an interesting joint exhibit. As reported in *Labor-Management News*, these two companies have cut the frequency rate of accidents from 14.23 in 1942 to 11.76 in 1943, and the severity rate from 1.31 in 1942 to .49 in 1943.

Two other exhibiting companies paid tribute to the L-M cooperation that had earned them additional star awards on their Army-Navy "E" flags—the Wyckoff Drawn Steel Company (USA-CIO) and the A. M. Byers Company (USA-CIO).

### INVASION ATTITUDES

The first nationwide survey of the invasion reactions of more than 850,000 war workers has been completed by War Production Drive Headquarters of the War Production Board. This survey includes evidence from approximately 190 L-M committees in plants located in every part of the country and representing every major war industry. The survey shows that there is a new invasion spirit on the home front and that employee morale and production have been stimulated by front-line dispatches which mention specific equipment in action there. This upsurge is in direct contrast with the let-down feeling last year after our troops went into Sicily and Italy.

A definite drop in absenteeism in every section of the country is also indicated by the survey, with many L-M committees reporting as much as a 50% drop in the absentee rate. There is evidence in some isolated instances of a greater willingness by potential war workers, chiefly women, to seek war-plant employment.

At many regularly scheduled L-M committee meetings held during invasion week, plans were made to concentrate on new production drives, and, in some cases, workers voluntarily requested higher production schedules. There was also an increase in response to Red Cross blood donor drives conducted by labor-management committees and fifth war loan drives were begun sooner in many plants than had been planned.

### COMMITTEE COVERAGE

The WPB survey is considered representative of the nation's 4,650 L-M committees which cover 7,300,000 workers. It was conducted chiefly through interviews by regional and district managers of the War Production Drive.

Labor-management committees in the forging and casting industry are greatly concerned with the manpower shortage. This shortage is critical because of the importance placed on the making of heavy guns, trucks, ships and plane motors.

*Labor-Management News* reports that the manufacture of critical products is 75% concentrated in 300 key plants which are capable of handling the heavier and more intricate castings. Selective Service requirements in two months resulted in a 5% loss of workers in this industry. It is estimated that 20,000 workers, mostly unskilled labor, are needed immediately to prevent a drastic slump that would prevent military production quotas being met. Recruiting difficulties arise from the fact that the unskilled jobs to be filled require the same physical vigor demanded by Selective Service.

### TACKLING MANPOWER SHORTAGES

Among the expedients which may be considered is the employment of women on jobs heretofore considered to be somewhat too strenuous for them. In some plants where women were formerly employed only in the office they are now wrapping and banding steel, doing certain chipping operations, and a few are employed as crane operators.

Labor-management programs dealing with this problem generally have three parts: the training and upgrading of experienced workers to fill vacancies; recruitment of unskilled labor; and maintaining and increasing the efficiency of the limited labor force. It is noted that this manpower shortage, aggravated in some plants by an abnormally high turnover, appears to be more acute in areas where L-M committee activities are limited.

To drive home the vital importance of castings for heavy-duty trucks to workers in the crucial casting industry, flying caravans of Army and Navy war heroes, including both white and Negro veterans, have been touring centers of the casting industry. Starting with a joint Army-Navy project in the Buffalo, N. Y., area, the program gained impetus in the Army's Fifth Service Command in Cleveland with the appearance of Major George S. Roberts, Negro ace and commanding officer of the 99th Fighter Squadron, Army Air Forces, which distinguished itself on the African Front. After Cleveland, the Sixth Service Command is staging its show before the workers in the casting plants of the Chicago and Detroit area.

### HANDLING CUTBACKS

The sudden cancellation of a war contract brought the labor-management committee into action by invitation of management at the Kollsman Instrument Division of the Square D Company, Elmhurst, New York.

The management gave the committee the most important facts that the contract was not being renewed because a competitor had given the Army a lower bid, that the engineering work was proceeding in such a way that favorable bids on other work could be made if the efficiency of the shop held up. It was told that the pending reduction in work could be met by discontinuing hiring, by transferring some employees to other departments and by reducing weekly hours from 58 to 50 for men, and from 48 to 40 for women. With these facts before them, the labor committeemen immediately informed all workers in the plant of the impending cutback through personal contact and through a report to the union meeting. The union and management worked out a transfer system, according to seniority provisions of the contract, thus reducing weekly hours as suggested by the company. Man-

hour productivity did not decline and morale remained high since the labor members of the committee were convinced of the sincerity of the management, particularly in view of their previous record of cooperation. As a result of the success of the program, both management and labor

are reported to be satisfied that they will use this method of full information and frank presentation of the facts whenever production changes become necessary.

GERTRUDE REYNOLDS

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## Trends in Collective Bargaining

### Constitutional Rights

AS A result of a grand jury investigation into alleged irregularities by Local 542 of the International Union of Operating Engineers (AFL), during the construction of the Mechanicsburg Naval Supply Depot, the District Court of the United States for the Middle District of Pennsylvania ordered the union to produce before the grand jury copies of its constitution, by-laws and union records showing its collection of work-permit fees and related material.

On January 11, 1943, the date prescribed, the president and "assistant supervisor" of the union declined to produce the union records. After being cited for contempt of court, he still refused, on his constitutional rights, to produce the union records, and was sentenced to thirty days in jail for contempt.

The Supreme Court of the United States reversed the decision of the District Court by stating that "if respondent were a union member and if the books and records would have tended to incriminate him, he properly could refuse to produce them before the grand jury." Justice Murphy in delivering the opinion of the Supreme Court went on to say that "The Court (Supreme Court) remanded the case to the District Court with directions to sustain the claim of privilege if after further inquiry it should determine that respondent was in fact a member of the union and that the documents would tend to incriminate him as an individual."

The Court further held that the court is not concerned here "with the legal status of unincorporated labor unions." The Court through Justice Murphy expressed no opinion as to the legality or desirability of incorporating such unions. It did not question the fact that unions, along with religious bodies, trade associations, social clubs, etc., differ in many respects from business organizations, and accordingly owe different obligations to the federal and state governments.

The Court's directive in this opinion refers solely to the right of a union officer to claim the privilege against self-incrimi-

nation under the circumstances here presented, and holds that a labor union is an institution which involves more than the private or personal interests of its members. "It represents organized institutional activity as contrasted with wholly individual activity." The union's existence is not dependent upon the life of any member, according to this opinion.

### Severance Pay Demand

Severance pay for all aircraft workers who are members of the UAW (CIO) is part of a new program outlined by Richard F. Frankensteen, International Vice President and director of all UAW aircraft locals.

Mr. Frankensteen points to the fact that according to information from procurement officials no new war contracts will take the place of canceled contracts and "despite the best that industry, labor and government can do, there will be, inevitably, displaced workers in the aircraft industry."

The aircraft union proposes that each local union begin negotiations with management which would give its members with less than one year of employment four weeks' severance pay on a 48-hour-week basis, computed at the highest rate received during the past six months. Members with longer employment would receive the equivalent of eight weeks' pay.

The UAW (CIO) states that should management refuse to accept these demands for severance pay the local union should call in a conciliator and see to it that the matter in dispute is referred to the National War Labor Board.

### Newfoundland Labor News

Prior to the outbreak of World War II, differences between employers and employees in Newfoundland were settled through direct negotiations, sometimes with the assistance of government representatives. Following the declaration of war, regulations were issued establishing five tribunals to deal with disputes in essential industries.

Upon the recommendation of the Newfoundland Federation of Labour, the gov-

ernment appointed a Labour Relations Officer in June, 1942, and except for one or two instances all disputes have since been settled through his office.

In addition, the Labour Relations Office has conducted a national registration poll, investigated all proposed labor legislation, collected statistical data, and has helped to recruit labor for work outside Newfoundland.

According to official reports, the Labour Relations Office has made an important contribution toward creating a satisfactory state of affairs in the field of industrial relations. When it has not prevented strikes, it has frequently prevailed upon workers to go back to their jobs after a short period.

During 1943 Newfoundland had 10,000 workers on construction and 2,300 employed in fisheries, according to government figures. In the same year, 1,400 men left Newfoundland to work in Canada and Labrador.

According to the latest official census, approximately 300,000 people live in Newfoundland.

### Distributing Union Literature

Traditionally, the National Labor Relations Board has held that a union cannot distribute union literature on company time and many union contracts contain clauses to that effect. However, in a case involving the distribution of union literature by representatives of the CIO Steelworkers union on the property of the LeTourneau Company of Georgia, the NLRB held that the company could not prohibit distribution of union literature on company property and ordered the company to reinstate two union employees with pay for the time they were laid off for passing out union pamphlets.

The NLRB decision was appealed to the Fifth District Circuit Court of Appeals, which held that there is no provision in the National Labor Relations Act that requires an employer to permit organization efforts on company property.

The court says in its decision that "under the National Labor Relations Act . . . the employer cannot interfere with any efforts of the employees' right to organize, either to encourage or prevent it. He cannot facilitate the organization even by providing a meeting place without incurring the charge that he is attempting to dominate it. He can prohibit organization efforts taking place during work time and within the plant . . . Unfortunately, organization efforts often produce excitement among the employees . . . It may be wisest and best for all concerned that the employees discuss and act on the matter

of their own organization elsewhere than on the employer's property. We think he [the employer] may so insist . . . if [his action is] not designed to impede organization and not discriminatorily applied."

### Employer Notices

The Third Circuit Court of Appeals recently sustained an NLRB decision that certain notices posted by an employer constituted unfair labor practices under the Wagner Act.

The court upheld the NLRB that these notices, in conjunction with other conduct of the company, restrained and coerced the employees in the exercise of their rights under the act. The "other conduct" of the company included the discharge of five employees for union activity, discouraging conversations between employees about the union, and failure to impose similar handicaps on organizing efforts of rival unions which certain supervisory employees joined.

It was conceded by the court that the first of these notices, standing alone, was not a violation of the act. In fact, in the Budd Manufacturing Company case, an almost identical statement was held, by this same court, not to be an unfair practice. The court, however, said that the notice in this case must be viewed in the light of the employer's other conduct and also of a later notice to employees. This first notice was as follows:

"We recognize the right to every employee to join any union that he may wish to join, and such membership will not affect his position with the company. On the other hand, we feel that it should be made equally clear to each employee that it is not at all necessary for him to join any labor organization, despite anything he may be told to the contrary. Certainly there is no law which requires, or is intended to compel, you to pay dues to any organization."

The later notice to employees was very emphatically characterized by the court as being objectionable in itself because of the employer's failure to refer to the fact that employees may join a union and still remain in the company's employ (the notice said it was not necessary for the employees to join a union to hold their jobs.) This later notice stated:

"It has come to our attention that a group of our employees have met to form an organization for the purpose of collective bargaining and we wish to repeat that it is not necessary for any employee to join any organization or to pay dues to any organization in order to continue in our employ."

The court took note of the United States Supreme Court's "freedom of speech" decision which recognized the employer's right to discuss the matter of employees' joining a union (Virginia Electric). It was pointed out by the court, however, that two principles were involved in that decision: (1) that a violation cannot be based solely upon a notice or communication which, standing alone, is not interference with or coercion of employees' collective bargaining rights, and (2) that such communications may be a violation when considered with other unlawful acts of the company.

### Work Permit Clauses

A work permit clause in a union contract states that employees who are not members of the union at the time of the signing of the contract shall be required to secure a working permit from the union. This provision has been declared invalid by the Supreme Court of Wisconsin under a law preventing an employer from discouraging or encouraging union membership.

Two members of an AFL union were discharged for not being members of the UAW (CIO), which has a contract with the company. These workers refused to obtain work permits from the union. The Wisconsin Employment Relations Board held that the employer violated the Wisconsin Employment Peace Act by entering into a union-shop agreement without a board election. The State Supreme Court held that the contract is invalid because it requires the employer to discriminate against employees for nonmembership in the union.

The clause in the UAW (CIO) contract under dispute reads as follows:

"All new employees at the end of their probationary period shall be required to either join the union or secure a working permit from the union. The union agrees that the cost of its working permit shall at no time exceed one and one-half times the cost of its monthly dues. The members of the union shall remain in good standing in the union as a condition of employment. Present employees who at the date of signing this agreement are not members of the union shall be required to secure a working permit from the union as a condition of further employment. The union reserves the right to refuse to grant either membership in the union or a working permit of the union not to exceed one per cent of the employees covered by the terms of this agreement."

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### Office Workers in Trade Unions

**A**BOUT one-eighth of clerical and professional workers are members of national labor unions, according to an article in the June issue of *Monthly Labor Review*.<sup>1</sup> They total about 1,400,000 members<sup>2</sup> and 10% of the union membership in all occupations and industries.

Over two-thirds of the organized clerical and professional workers are employed by private industry and the remainder by government agencies. The article claims that, relatively, about the same proportion of clerical and professional workers belong to unions in private industry as in government employ.

About half of the clerical and professional workers in private industry who are union members are employed in transportation, communication, and public utili-

### Estimated Number of Clerical and Professional Workers in Specified Industry Groups Who Are Members of Unions

Classification	Number
All groups.....	1,400,000
Private industry.....	950,000
Transportation, communications, and public utilities.....	480,000
Retail and wholesale trade.....	200,000
Finance, entertainment; and miscellaneous nonmanufacturing industries.....	190,000
Manufacturing.....	80,000
Government (federal, state, local).....	450,000

ties. Of the government workers who are union members, about three-fourths are employed by the Federal Government, chiefly in the Postal Service, and the others by state and local governments.

Over 90% of the clerical and professional workers in the railroad industry and about one-third of those in the telephone and telegraph industries are union members. Somewhat less than 10% of the clerical and professional workers in trade, and about 12% of those in other miscellaneous nonmanufacturing industries belong to unions. Most of the professional workers in the entertainment field, such as musicians and actors, are members of labor unions. Less than 5% of the clerical and professional workers in manufacturing establishments are members of trade unions.

Most members belong to unions with

<sup>1</sup>"Unionization of Clerical and Professional Workers, 1944," *Monthly Labor Review*, June, 1944.

<sup>2</sup>There are almost 11,000,000 clerical and professional workers engaged in occupations in which unions have jurisdiction. Of this group, slightly over 7,000,000 are employed by private industry, and the remainder (including teachers) by federal, state and local governments. These estimates exclude the self-employed, military, elected officials, and most proprietors and supervisors.

membership restricted to clerical and professional occupations. Some unions, however, whose major jurisdictions cover production workers in manufacturing plants, have frequently accepted the clerical, professional, and technical workers employed by manufacturing firms.

A. A. D.

## Learn While You Earn

**C**ESSNA Aircraft Company, Wichita, Kansas, now offers its employees a course in basic accounting. The course, conducted by mail, is prepared and supervised by the International Accountants Society, of Chicago, Illinois. Each student pays \$15 at the time of his enrollment and the company pays the remaining \$15. If the student satisfactorily completes the course of twenty-five lessons in thirty weeks, the company assumes the full cost of the course by refunding the student's outlay of \$15.

An arrangement, believed to be the first of its kind in the Middle West, has been made between the Commonwealth Edison Company, Chicago, and the Illinois Institute of Technology. Under this new plan, certain educational courses which are conducted by the company's training division are recognized for credit at the institute. The courses now approved for credit are: engineering mathematics, relay systems, fundamentals of electronics, applications of electronics, electric transients, symmetrical components and power transmission.

An employee desiring credit for one of the approved courses is required to meet the entrance requirements of the institute. Upon completion of the company's course, the employees take the school's examination and all who pass receive credit.

The institute charges a registration fee of \$5 for each semester and an additional fee of \$5 a course to cover the costs of reviewing the examination and entering the credits.

## Mustering-out Pay

During the first twelve weeks of operation under the new mustering-out pay law, \$653,800 was paid out to 3,345 honorably discharged members of the Armed Forces or their survivors. Of this number, 279 received the maximum payment of \$300 given to those with overseas service; 2,594 received \$200 authorized for those who had served in the United States for over sixty days; and 178 were granted \$100 for service of less than sixty days.

## Wage and Salary Stabilization

**T**HE Boston Regional Board has directed Screw Machine Products, Providence, R. I., and International Association of Machinists (AFL) to adopt a minimum starting rate of 55 cents an hour for women wage earners and 60 cents for men. Women taking men's jobs and doing the same standard day's work will receive men's rates. Selected job rates are shown in Table 1.

The WLB Shipbuilding Commission has approved the following pay ranges at the Lake Washington Shipyard, Houghton, Washington: assistant to traffic manager, \$54-\$65; material expeditor, \$48-\$58; claim agent, \$44-\$50; rate agent, \$44-\$50; chief telephone operator, \$32-\$36; telephone operator, \$23-\$32.

### Selected Job Rates at a Providence, Rhode Island, Company

Job Classification	Pay Range
Janitor.....	60¢-65¢
Tool crib attendant.....	60¢-65¢
Hand-screw-machine operator.....	65¢-80¢
Setup man (hand-screw machine).....	85¢-\$1.10
Automatic-screw-machine operator.....	
Starting rate.....	60¢
Less than 2 years.....	60¢-\$1.00
2 years or more.....	\$1.00-\$1.15

Subject to merit variations. Increase of 5 cents every 3 months up to \$1.00 at end of 2 years.

The shipbuilding commission has also approved the following classifications and pay ranges for time-study men at the Fore River Yard, Bethlehem Steel Company, Quincy, Massachusetts: learner time-study man, \$32.20-\$34.70; first-class time-study man, \$39.20-\$41.70; second-class time-study man, \$45.70-\$49.20; first-class time-study man, \$51.70-\$54.20; senior time-study man, \$57.70-\$61.20.

### PREMIUM PAY ORDER

All cases, whether voluntary or dispute, arising out of a request for a pay adjustment to compensate for loss of earnings brought about by application of Executive Order 9240 must be submitted to the WLB Joint Committee on 9240 before final review by the National board. According to a memorandum issued by the board in 1943, Regional boards must obtain and present the following information on these cases:

1. A description of the work schedules and shifts existing on October 1, 1942, and of the present work schedules and shifts.
2. The period of time each of these work schedules and shifts has been in effect.

3. A description of the prior work schedules and shifts, and the period of time they were in effect.
4. The total number of employees, and the number of employees affected by the elimination of premium pay.
5. The nature of the premium pay which has been eliminated, and the period of time it was paid by the employer.
6. Wage adjustments, if any, made at time of the installation of the shifts and schedules existing on October 1, 1942.
7. The weekly earnings of affected employees before and after the installation of the schedules and shifts existing on October 1, 1942.
8. The percentage loss in earnings of affected employees caused by Executive Order 9240.
9. The provisions of past collective bargaining agreements relating to wage and salary increases and the payment of overtime or premium rates.
10. Proceedings during collective bargaining negotiations indicating that the total take-home pay, including premium pay, was discussed or considered in fixing the rate for the job involved.
11. A comparison of the rates of employees employed on the affected shift or schedule, with those of employees in same or similar job classifications employed on normal five- or six-day week shifts or schedules.
12. Any other facts which, in the opinion of the applicants or parties, indicates that the premium pay which was eliminated constituted an integral part of the wages for the job, and did not constitute extra compensation for work on Saturday or Sunday as such.

Theodore W. Kheel, Executive Director of the National board released a memorandum on June 15 to Regional boards to the effect that in premium-pay order cases other than those involving loss of earnings it will no longer be necessary to direct questions to the Joint Committee before taking final action.

Mr. Kheel points out that the Joint Committee, consisting of one man from the WLB and one from the United States Department of Labor, will continue to act in an advisory capacity to Regional boards and will have the authority to review cases at its own discretion. Regional boards are requested not to contact the office of the Secretary of Labor in seeking assistance on interpretations but to direct all requests to I. Robert Feinberg, Assistant General Counsel of the WLB, the board's representative on the Joint Committee.

### PIPE-LINE RATES

Wage brackets for thirty-nine occupations involved in the pipe-line transmission of natural gas in Texas, Oklahoma, and Louisiana, effective June 6, were announced recently by the Dallas Regional

War Labor Board. Some selected job descriptions, together with going rates, follow.

**Pipe-line Foreman (\$1.17-\$1.29)**

Under general supervision only and with considerable latitude for independent action. Directly responsible for the work of crew foreman whose crews are engaged in the construction, operation and maintenance of the pipe-line system. This system will include transmission lines and may include gas wells and other production equipment. May supervise warehouse and maintain or supervise preparation of required records. Should have high-school education or equivalent. Should have at least ten years' experience in all phases of pipe-line construction, operation and maintenance with not less than three years' experience in a subordinate supervisory capacity. One of the requirements for the position is the ability to direct and supervise employees under his supervision so that the work will be done in an orderly and harmonious manner.

**Electric or Oxyacetylene Welder (\$1.14-\$1.25)**

Under direct or general supervision. Required to use either oxyacetylene or electrical welding system or both. Performs all welding operations necessary to the construction and maintenance of either high or low pressure vessels, pipe lines or piping systems, cylinder heads, etc., lays out, measures, cuts, fits and otherwise prepares metal for welding. Performs various welding operations relating to the maintenance and repair of equipment. Should have two to three years' training and experience in welding in the natural gas and gasoline industry, be able to work from blueprints, and be familiar with the hazards involved in welding in the presence of natural gas or gasoline vapors.

**District Dispatcher (\$1.10-\$1.21)**

Under direct supervision. Directs withdrawal of natural gas from all sources of supply and its movement to the point of demand through pipe lines, gasoline plants, compressor stations, etc., in accordance with safe working pressures and the capacity of the system. Keeps records of pressure, withdrawals, deliveries, shutdowns, pipe-line breaks and any other records required. Should have high-school education or its equivalent, a thorough knowledge of the pipeline facilities, between three to five years' operating experience, and the ability to clearly understand and convey all messages and reports.

**Telephone Lineman (\$1.03-\$1.13)**

Under direct supervision, with some latitude for independent judgment. Maintains, constructs, and repairs telephone and telegraph lines, telephone and telegraph equipment, circuits, and other electrical equipment consisting of poles, lightning arresters, telephone repeaters and other appurtenant equipment. May repair, construct and maintain power lines consisting of poles, cables and auxiliary equipment. May supervise groundsman or helpers. Should have grade-school education or equivalent. Must have knowledge of maintenance,

repair and construction work as indicated above, acquired through approximately four years' experience in such work.

**Regulator Repairman (\$1.00-\$1.10)**

Under direct supervision. Installs, regulates, adjusts, inspects, and repairs all types of gas regulating equipment, either in the shop or in the field. This includes, among other things, dismantling of regulating equipment, examining parts and mechanism, replacing or repairing worn or broken parts, reassembling and testing for proper operation.

**Tractor Driver (99¢-\$1.09)**

Under direct supervision. Operates crawler or other type of tractors used in moving equipment and material, and in the construction of pipe lines and other natural gas and gasoline facilities. Must be competent to use auxiliary equipment such as booms and winches. Must be able to make minor repairs and adjustments. Should have grade-school education or equivalent and some mechanical ability. Must have training and experience in natural gas and gasoline construction and maintenance. Minimum training time is six months.

**Draftsman (98¢-\$1.08)**

May be under general or direct supervision. Prepares clear, complete and accurate working plans and detail drawing from rough or detailed sketches or notes for engineering or manufacturing purposes, according to the specified dimensions. Makes final check of the proposed drawing, checking dimensions of parts, materials to be used, the relation of one part to another, and the relation of the various parts to the whole structure. Makes any adjustments or changes necessary or desired. Inks in all lines and letters on pencil drawings, exercises manual skill in the manipulation of triangle, T-square, and other drafting tools. Lays tissue sheet on drawing and traces drawing in ink on tissue paper, makes charts for representation of statistical data, makes finished designs from sketches. Utilizes knowledge of various machines, engineering practices, mathematics, building materials, and other physical sciences to complete the drawings. Should have high-school, trade-school, or equivalent education, should have six months' to two years' experience, depending upon type of work assigned.

**Meter Repairman (96¢-\$1.06)**

Under general supervision. Cleans, adjusts, repairs, tests and installs meters, orifice plates and other measuring equipment used to record the volume of gas, oil or other liquids flowing through pipe lines. Dismantles meters, inspects and cleans or replaces parts, and reassembles them, using wrenches, screwdriver and special tools. Connects meters to testing machine and subjects them to high water pressure to detect leaks. Adjusts meters to standards of gas or oil flow. Replaces defective meters. Required to keep accurate record of tests, inspections and repairs. Education equivalent to that represented by graduation from high school. Should have mechanical aptitude and not less than twelve months' experience as meter repairman helper or in similar work.

**Storekeeper (94¢-\$1.03)**

Under general supervision is responsible for operation of one or more warehouses. Either directly or through subordinates, receives, checks and stores materials. Fills requisitions on stores. Originates requisitions on purchasing department to replenish warehouse stock or for special material needed. Supervises work of warehouse and stores employees. Makes local and emergency purchases. Must understand the various forms necessary in reporting material issued, material received, material transferred, short and damaged reports, time sheets, purchasing department requisition and other records and reports. Should have high-school education or equivalent. Should be acquainted with and have general knowledge of materials and equipment used in the natural gas and gasoline industry and government regulations. This will require from three to five years. One of the essential requirements for this position is the ability to direct and supervise employees and to coordinate the activities of this department with other operations in an orderly and harmonious manner.

**Timekeeper (87¢-96¢)**

Under direct supervision. Keeps a daily record showing time of arrival on the job and departure from work of company employees. Fills out time sheets, time cards, or supervises the use of time clocks, depending on the system used for recording the hours of work. Periodically computes total time worked by each employee as a basis for making up payroll. May perform additional duties as may be required in connection with time-keeping. Should be high-school graduate, preferably with business college training, with from one to six months' experience as general clerk.

**Boiler Fireman (86¢-95¢)**

Under direct supervision. Tends boilers to maintain at all times proper steam pressures for heating, stripping and power required in the operation of natural gas and gasoline plants. This requires frequent observation of pressure gauges, fuel charts and regulators and inspection of burners, pumps, water supply, relief valves, lubrication, chemical treaters and proper blow-down. Must be alert and able to make proper adjustments in emergencies and be familiar with methods of extinguishing fires in plant. Common-school education, with at least one year's experience in mechanical work and a knowledge of boiler code requirements.

**Pipe-line Repairman (75¢-83¢)**

Under direct supervision. Performs such work as connecting wells, setting meters, laying pipe, painting pipe, repairing gates, leaks, buildings, tools, and equipment used in pipe-line construction, operation and maintenance. When not engaged otherwise, he may perform such duties as linewalker, field pressure man, field dispatcher, and excavating work. Should have grade-school education, or equivalent, and a minimum of three months' experience in the gas pipe-line industry.

**Yardman (64¢-70¢)**

Mows the grass, cares for flowers, shrubbery, keeps the grounds, cleans and performs other janitor work as may be required. No experience necessary.

**WLB IN HAWAII**

General Order No. 36, creating a Territorial War Labor Board in Hawaii, was made effective by the National board on June 6. Sections I-C and I-D of the order are reproduced here in full.

"The Territorial War Labor Board for Hawaii shall comply with all pertinent provisions of the Rules of Organization and Procedure of the National War Labor Board, especially Part VI, entitled Jurisdiction and Procedure of Regional Board; provided, however, that the Territorial War Labor Board for Hawaii may, by unanimous vote of its members, make such modifications in its procedures as are deemed by it to be necessary for its efficient administration. Such action shall be promptly reported to the National War Labor Board and shall be subject to the National War Labor Board's ultimate power of review.

"In acting hereunder on wage or salary adjustments, the Territorial War Labor Board for Hawaii shall comply with the terms of Executive Order 9250, dated October 3, 1942, Executive Order 9328, dated April 8, 1943, the Supplementary Directive of May 12, 1943, and all other Executive Orders and Regulations issued thereunder. The Territorial War Labor Board may make such recommendations as to appropriate policies to govern wage and salary adjustments as are adapted to the special circumstances obtaining in the Territory. Such recommendations shall be consistent with the Act of October 2, 1942. They shall be submitted for consideration of the National War Labor Board which will transmit to the Director of Economic Stabilization those recommendations deemed by it advisable and necessary."

**E. S. HORNING**  
*Management Research Division*

**Suggestions on the Record**

Employees of the Kenmore plant of the Curtiss-Wright Corporation who have submitted suggestions which have been accepted by the labor-management committee will have the fact included in their personnel records. The system will be retroactive to April, 1943, when the suggestion plan was introduced.

**Scrapbook of World War II**

The Hewitt Rubber Corporation is preparing a large scrapbook containing hundreds of letters and cards from its employees in the Service. When completed it will be placed upon display.

**NLRB Activities in 1942-43**

DURING the fiscal year ended June 30, 1943, there were 9,548 new cases filed with the NLRB, of which 64% were representation cases and 36% were cases of unfair labor practice, according to the eighth annual report of the NLRB.

Almost 78% of the 9,777 cases closed during the year were settled through adjustment by agreement or were withdrawn or dismissed before the institution of formal proceedings.

Of the 3,849 unfair-labor-practice cases closed, 37% were adjusted by agreement

neither obtained a majority vote in the remaining cases. Both the AFL and the CIO won a majority of the elections in which one or the other was opposed by an unaffiliated union.

As of October 15, 1943, 367 notices of labor disputes were filed with the board under the provisions of the War Labor Disputes Act. Almost two-thirds of these notices were withdrawn prior to the end of the 30-day waiting period and a number of cases were pending, the thirty days not yet having elapsed for the required

**Results of National Labor Relations Board Elections for Selection of Union as Bargaining Agent, 1942-1943**

Source: National Labor Relations Board

Affiliation of Participating Union	Elections in Which Union Participated			Elections Won by Union		Valid Votes Cast for Union	
	Number	Number of Eligible Voters	Number of Valid Votes Cast	Number	% Elections in Which Union Participated	Number	% of Total
American Federation of Labor.	2,018	642,884	513,815	1,398	69.3	267,118	41.6
Congress of Industrial Organizations.....	2,350	1,044,265	833,406	1,766	75.1	515,271	61.8
Unaffiliated.....	745	368,881	300,332	416	55.8	140,780	46.9

between the parties, 39% were withdrawn by the complainant, 15% were dismissed by the board, and only 11% required compliance by board decision or court order.

**INFORMAL ADJUSTMENTS**

Over half of the 5,928 representation cases closed during the year were adjusted informally, mostly through consent elections or checking of payrolls. More than 21% of the cases resulted in the certification of a collective-bargaining agency following board elections, and about 28% of the petitions were withdrawn or dismissed for lack of merit.

In nearly two-thirds of the representation cases disposed of during the year, a union was successful in securing bargaining rights. The results of the elections are shown in the accompanying table.

**YES-AND-NO BALLOTS**

In three-fourths of the elections, there was only one party on the ballot, the choice being for or against the petitioning union. AFL unions won over 80% of their uncontested cases, CIO unions 85%, and unaffiliated unions 82%. In 513 contests between AFL and CIO unions, the CIO won 52% and the AFL 41%, while

board election. In sixty-three cases, secret ballots were conducted and in fifty-eight of these a majority of the employees voted in favor of striking. In nineteen cases a work stoppage actually occurred following the affirmative vote.

A. A. D.

**Shopping for Birthday Gifts**

Members of the Armed Forces formerly employed by the Dallas Division of Revere Copper & Brass, Inc., receive a birthday kit through the Plant Activities Committee. The men receive a carton of cigarettes, socks, tie, handkerchiefs, razor blades, stationery, pullman slippers, shoe polish, tooth paste, tooth brush, shaving cream, soap, foot powder, deck of cards, and a portfolio of "pin-up" girl pictures. The women's kits contain a carton of cigarettes, two pairs of hose, face powder, stationery, deck of cards, tooth brush, tooth paste, shoe polish and soap.

One person is designated to buy the articles contained in the kits. The problem of shopping is complicated by the fact that the Navy requires that some articles be white while the Army demands khaki. Nearly 200 employees are now in Service.

## Review of Labor Statistics, May-June, 1944

MORE STRIKES are reported to have begun in May of this year than in any other month since May, 1916. According to the Bureau of Labor Statistics, 610 strikes began which involved 290,000 workers and resulted in a loss of 1,400,000 man days of work. Many of these strikes seriously affected the war effort by interrupting the vital production of essential industries.

Also, as pointed out in last month's *Management Record*, the causes of some of the most serious strikes were minor and did not arise from injustices to labor or serious grievances. All pledges to the contrary, jurisdictional disputes still cause lost time in war factories. An example is the case of the shutdown of 26 Detroit war plants in May when 70,000 workers struck over the question of whether members of the CIO or AFL were to deliver soft drinks to these plants.

By the end of May, the Smith-Connally anti-strike act had been in force for nearly a year, but the number of strikes beginning during that month is the highest in more than a quarter-century.

### LIVING COSTS

Living costs of families of wage earners and lower-salaried clerical workers calculated on a wartime basis remained unchanged from May 15 to June 15. A decline of 0.1% in total food costs, caused by seasonal declines in the prices of fresh vegetables, and an 0.2% decline in fuel and light costs, because of seasonal declines in fuel prices, offset minor rises in the cost of clothing and sundries items. From June, 1943, to June, 1944, living costs advanced only 0.1%, a decline of 4.5% in the price of food offsetting increases of 4.4% in the price of clothing, 2.8% in the costs of fuel and light, and 5.8% in the costs of sundries items. Housing costs remained unchanged over the year. Living costs are 21.4% above the level of January, 1941, base date of the Little Steel formula.

On page 187 appears a review of the "Report of the Technical Committee Appointed by the Chairman of the President's Committee on the Cost of Living," the fifth document to appear on this subject. This report, the work of an independent group of well-known experts in the field of price studies and indexing, is the fourth to support the Bureau of Labor Statistics index of living costs. After a careful study, this committee concluded "that the Bureau of Labor Statistics has

done a competent job, under very difficult market conditions." It further estimates the maximum margin of possible error to be from 3.4% to 5.1%, and not the 20% claimed by the Meany-Thomas Report.<sup>1</sup>

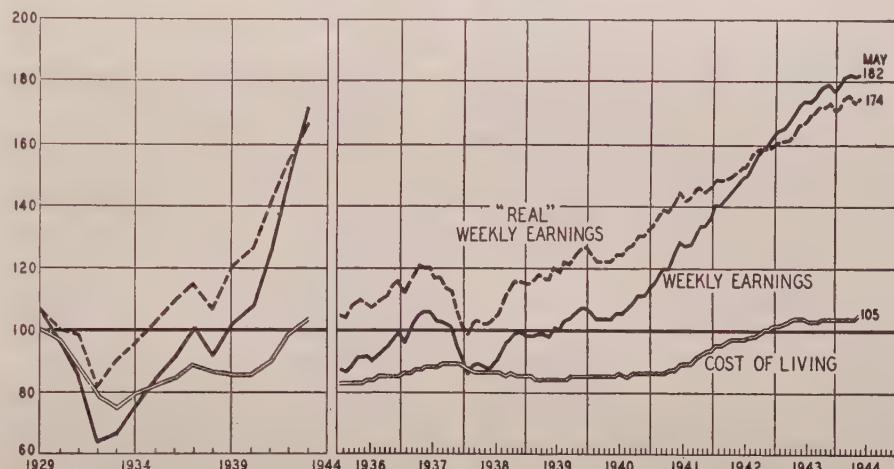
According to newspaper accounts, still another committee is being formed to analyze the findings of the previous committees and the reports so far written on the subject!

Hourly earnings, hours worked and weekly earnings all increased; a 0.4% rise in hourly earnings, together with a 0.7% increase in hours worked, produced a 0.9% increase in weekly earnings.

Hourly earnings in May were 39.8% above the level of January, 1941, and 47.4% above the level of August, 1939. Real weekly earnings, *i.e.*, earnings adjusted for changes in living costs, were up 30.4% over January, 1941, and 42.8% over the level of August, 1939. During this period, hours worked per week increased 18.2% and 20.1%, respectively.

### Average Weekly Earnings in Twenty-five Manufacturing Industries

Source: THE CONFERENCE BOARD  
Index Numbers, 1923 = 100



The Board's own findings substantiate those of the Bureau. On the basis of these indexes, it would not seem that a strong case is presented for the breaking of the Little Steel formula, the acknowledged purpose of the attack on the Bureau's index.

### WAGES AND HOURS

Employment, declining for the sixth consecutive month, dropped 2.5% between April and May in the twenty-five manufacturing industries regularly studied by the Board. This decline follows one of 1.8% between March and April and reduces the total employment level to the lowest point since October, 1942. The principal drops occurred in the lumber and millwork, iron and steel, and automobile industries—which were affected by strikes—but the majority of industries reported lower employment. Despite these declines, employment still remains 66.7% above the level of August, 1939, the month before the war began in Europe.

<sup>1</sup>"Cost of Living," by George Meany and R. J. Thomas. Recommended Report for the Presidential Committee on the Cost of Living by Labor Members.

In May, 1944, the average worker in the twenty-five industries studied by the Board worked 45.5 hours at \$1.061 an hour to earn \$48.51 for the week.

G. CLARK THOMPSON  
Division of Labor Statistics

### Bonus Order Rejected

The National War Labor Board has ruled that it will not order an employer to pay a bonus to employees entering Military Service, although the payment of a reasonable bonus is "clearly not only in the national interest but also tends to improve industrial relations."

The board reversed an order of a Regional board directing the American Brake Shoe and Foundry Company to include in its collective bargaining agreement with employees at its Los Angeles plant a provision for payment of a military severance bonus of two months' pay.

The company is not considering discontinuance of the bonus.

## Employment in May

REDUCED industrial activity again depressed employment in May, despite continuing military inductions and seasonal demands for farm labor. Employment totaled 62.8 million persons or 450,000 more than in May, 1943. However, more than two and a quarter million persons were added to the Armed Forces in this twelve-month period. Hence, the number of civilians at work in May, 1944, was 1.8 million lower than in the same month of the previous year. Manufacturing and construction groups reported employment totals of 620,000 and 560,000, respectively, below the year-ago figures. Employment in agriculture likewise lagged below the May, 1943, total by 400,000.

In the six months since the November peak, employment in manufacturing declined one million. All but one of the major manufacturing groups—petroleum and coal products—reported fewer wage earners in May than in the previous November.

### CIVILIAN EMPLOYMENT DOWN

Average civilian nonagricultural employment, as well as total civilian employment, in the first five months of 1944 was over one million below the 1943 comparable figure. Gains in total employment, therefore, only reflect additions to the Armed Forces. The number of civilians at work in the early months of the last two years has averaged about 51.5 million persons, some 9 million greater than in 1939. However, 7 million of the 9 million were already at work early in 1942.

Table 1: Employment and Unemployment, May, 1942–May, 1944<sup>1</sup>

In Thousands

Distribution of Labor Force and Employment	1944			1943	1942	
	May <sup>1</sup>	April <sup>1</sup>	March	May		
				1944	1943	1942
Unemployment.....	6,687	5,758	5,085	6,749	137	...
Excess of employment over economic labor force.....	62,801	61,832	61,064	62,351	55,304	...
Total employment.....	69,488	67,590	66,150	69,100	60,644	57,741
Agriculture.....	10,677	9,574	8,821	11,076	11,356	11,356
Forestry and fishing.....	175	170	166	194	218	218
Total industry.....	21,148	21,305	21,475	21,942	20,988	20,988
Extraction of minerals.....	650	655	662	704	790	790
Manufacturing.....	15,414	15,586	15,830	16,035	14,133	14,133
Construction.....	1,252	1,273	1,247	1,810	2,750	2,750
Transportation.....	2,853	2,811	2,754	2,380	2,278	2,278
Public utilities.....	979	980	982	1,013	1,038	1,038
Trade, distribution and finance.....	7,331	7,440	7,416	7,423	7,628	7,628
Service industries (including Armed Forces).....	22,054	21,923	21,767	20,324	18,921	18,921
Miscellaneous industries and services.....	1,416	1,420	1,419	1,392	1,192	1,192
<i>Emergency employment<sup>2</sup></i>						
WPA, CCC, and NYA (out-of-school).....	<i>a</i>	<i>a</i>	<i>a</i>	132	1,031	1,031

<sup>1</sup>Subject to revision.

<sup>2</sup>Not included in employment total.

*a*No longer available.

peak month is 3.5 million, on the average. Farm residents—operators, members of their families, hired help—accounted for 78.5% of the total number who lent their efforts, and contributed 88.4% of the total time spent in agricultural work during the year.

Table 3: Civilian and Civilian Non-agricultural Employment in First Five Months of 1939–1944

In Thousands

Period	Total Employment	Civilian Employment	Civilian Nonagricultural Employment
1939			
January–May Av'ge..	43,152	42,806	32,886
January.....	41,536	41,196	32,564
February.....	41,920	41,579	32,624
March.....	42,806	42,461	32,895
April.....	43,964	43,613	32,977
May.....	45,535	45,180	33,277
1941			
January–May Av'ge..	48,587	47,257	37,733
January.....	46,250	45,292	36,816
February.....	46,984	45,839	37,190
March.....	48,021	46,678	37,500
April.....	49,881	48,335	38,203
May.....	51,801	50,139	38,955
1942			
January–May Av'ge..	52,281	49,761	40,230
January.....	50,356	48,056	39,642
February.....	50,714	48,314	39,675
March.....	51,645	49,145	40,035
April.....	53,388	50,788	40,648
May.....	55,304	52,504	41,148
1943			
January–May Av'ge..	59,790	51,978	42,615
January.....	57,696	50,796	42,526
February.....	58,507	51,007	42,457
March.....	59,458	51,598	42,579
April.....	60,939	52,719	42,819
May.....	62,351	53,771	42,695
1944			
January–May Av'ge..	61,387	50,733	41,566
January.....	60,596	50,126	41,833
February.....	60,644	50,094	41,621
March.....	61,064	50,414	41,593
April.....	61,832	51,082	41,508
May.....	62,801	51,951	41,274

However, not all farm operators worked full time on their farms in 1943. Over one million farm owners in January, 1944, reported less than 2,500 hours of farm work last year. Twenty per cent of these farmers worked less than 1,500 hours on farm work, and probably had some off-farm employment during the year.

Farm women are second in importance to agricultural production in the busy months from May to October. Last year, more than 2.8 million women living on farms—mainly wives, daughters, and other relatives—accounted for almost one-fourth of the persons working on farms all or part of the time during the busy months. These women put in about one-sixth of the total hours of farm work done during this six-month period.

The survey indicates that over 1.8 mil-

### FARM EMPLOYMENT

It is expected that even more vigorous efforts will have to be made this year than last to recruit temporary farm workers for summer and fall operations. Many young people who would normally shift from school to farm work during vacations are now subject to the draft, so that recruiting programs will mostly be aimed at women not in the regular labor force.

A Census survey was undertaken early this year for the Department of Agriculture to determine the composition of the

Table 2: Distribution of Persons who worked on Farms sometime during 1943, by Type of Nonagricultural Employment in January, 1944

Work Status—January, 1944	Persons		
	Total %	Male %	Female %
Nonagricultural.....	100.0	100.0	100.0
Construction.....	7.8	9.5	...
Manufacturing.....	37.2	41.6	17.4
Transportation, communication and utilities...	7.3	8.6	1.7
Retail and wholesale trade.....	17.1	17.7	18.8
Domestic service.....	8.5	1.3	40.9
Professional service and government.....	11.1	9.5	17.7
All other.....	11.0	11.8	8.5

farm working force in 1943 and to provide clues as to the most likely sources of available labor in prospect for the 1944 harvest.

In 1943, some 14.5 million persons worked full or part time on the nation's farms. This number is greatly in excess of farm employment at the peak, while the difference between the slack and the

lions youths 14-17 years old worked on farms sometime during 1943. About 900,000 were farm resident males and 400,000 were farm girls. Five hundred thousand young people were recruited from cities, towns and villages as the result of a "Victory Farm Volunteers" program.

#### Off-season Factory Workers

At the close of the peak agricultural season in 1943, about 3.5 million persons, mainly housewives and students, withdrew from the labor market. However, many others who did not work full time on farms last year were engaged in January, 1944, in nonagricultural employment. More than a third of this group were employed in manufacturing industries. Wholesale and retail trade accounted for 17%, and professional and government service 11%.

The differences in these percentages suggest possible supply sources for this year's harvest needs. Over 40% of the off-season women workers were reported engaged in domestic service, which compares with only 17% in manufacturing occupations. Nearly twice as many women as men were provided by professional or government services.

CARYL R. FELDMAN  
*Division of Business Statistics*

#### Women in Men's Jobs

With men called into service in increasing numbers, the Bethlehem Steel Corporation has been replacing men with women wherever possible. At present, approximately 25,000 women are working in its various plants. A recent survey revealed that they are doing fifty-three types of manual jobs ranging from bricklayer to open-hearth worker.

The introduction of women to work that has heretofore been considered exclusively man's domain has been planned with great care. The procedure at a typical plant is a good example of arrangements devised to make women feel at home in their new surroundings.

A woman of general experience in the field was employed to exercise general supervision over the program. Jobs were surveyed with an eye to their suitability for women or possibilities of adaptation to women's capacities. "Re-engineering," as it is called, might be a matter of installing additional mechanical aids for handling materials, or it might be such a simple matter as providing a ladder where a man would jump into a pit or providing a smaller shovel for a shoveling job.

Employee buildings have been provided for women and special training programs

set up for them at the various plants and shipyards. Where large numbers of women have been employed in any yard or plant a special organization has been created, under the general charge of a women's counselor, who may be aided by an as-

sistant women's counselor as well as senior and shift matrons for various divisions of work. This organization is a part of the industrial relations department and coordinates all the necessary aspects of the employment of women.

## Payroll Statistics in Manufacturing

**H**OURLY and weekly earnings of wage earners in the twenty-five manufacturing industries surveyed by THE CONFERENCE BOARD rose to new peak levels in May.

The length of the work week was increased slightly to 45.5 hours, the same as during October and November, 1943, but lower than in February and March of this year. It was, however, higher than in any other month in recent years.

"Real" weekly earnings rose slightly and were higher than during any other month except February and March of this year. Employment fell off sharply largely because of strikes. The number of employed wage earners in these industries was smaller than in October, 1942, and all succeeding months, but larger than during any month previous to that date.

Total man hours and total payrolls also fell off. Man hours lost all of the gains since November, 1942, but were higher than during any month previous to that date. Similarly, payrolls declined to a level which, while higher than in May, 1943, and previous months, was lower than during any month since then.

#### WAGE-RATE CHANGES

Wage-rate increases of 6.0% were granted in May to 0.4% of the workers in the twenty-five industries. These increases averaged only 0.02% for all wage earners. While fractionally higher than those granted in January, 1944, they were lower than in any other month this year. Of the fourteen industries in which increases were reported, in only the news and magazine printing and "other foundries products" industries were the increases more than 10%. In both these industries so few of the workers received these rate advances that the averages for all workers were less than 0.1%. In the machine and machine tool industry, rate increases averaging 4.9% were received by 5.7% of the wage earners, an average of 0.3% for all workers.

Average hourly earnings of all wage earners in the twenty-five industries rose 0.4% from April to May and averaged \$1.061. Reduced employment was the most impor-

tant contributory factor to the advance. In all but three of the eighteen industries where employment fell off, hourly earnings rose, indicating that the separations occurred largely among the lower-paid workers. The rise in hourly earnings also resulted from more overtime paid for longer working hours, the slight advance in wage rates and the attaining of greater skill by women workers. Hourly earnings of women rose 0.8% in the month period and averaged \$1.745 in May.

#### Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1943		
May.....	1.3%	7.9%
June.....	0.7	6.9
July.....	1.1	7.8
August.....	0.3	7.0
September.....	0.8	6.9
October.....	0.3	6.7
November.....	1.4	5.4
December.....	1.4	4.1
1944		
January.....	0.3	5.9
February.....	0.9	8.7
March.....	0.4	6.9
April.....	0.6	5.7
May.....	0.4	6.0

Except for August and October, 1943, when they remained unchanged, hourly earnings have risen in every consecutive month since January, 1941, the base date of the Little Steel formula. The total increase in the period has been 39.8%. Since August, 1939, hourly earnings have risen 47.4%. In this period, hourly earnings declined only in January, 1940, and remained unchanged in July, 1940, but rose in every other month with the exception of the two months in 1943 already mentioned.

#### WEEKLY EARNINGS

Average weekly earnings of all wage earners in these industries rose 0.9% from April to May because of longer working hours. The May level of \$48.51 was the

## EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real <sup>a</sup>	Actual	Real <sup>a</sup>				
1943 May.....	\$1.009	\$45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16	45.2	43.1	187.8	180.6	173.5	166.8	91.9	148.6	136.6	257.8
July.....	1.020	46.14	45.0	43.1	188.5	183.4	173.4	168.7	91.5	148.6	136.0	257.7
August.....	1.020	46.25	45.1	43.2	188.5	183.9	173.8	169.6	91.7	148.8	136.4	258.6
September.....	1.036	47.13	45.3	43.5	191.5	186.1	177.1	172.1	92.1	149.5	137.7	264.8
October.....	1.036	47.47	45.5	43.6	191.5	185.0	178.4	172.4	92.5	149.7	138.5	267.1
November.....	1.041	47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.045	47.15	45.1	43.7	193.2	185.9	177.2	170.5	91.7	149.6	137.2	265.1
1944 January.....	1.046	47.56	45.2	43.7	193.3	186.0	178.7	172.0	91.9	148.1	136.1	264.7
February.....	1.048	48.15	45.7	43.9	193.7	187.1	180.9	174.8	92.9	147.9	137.4	267.6
March.....	1.053	48.41	45.8	44.0	194.6	187.8	181.9	175.6	93.1	146.6	136.5	266.7
April.....	1.057	48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	144.0	132.2	260.2
May.....	1.061	48.51	45.5	44.1	196.1	187.5	182.3	174.3	92.5	140.4	129.9	255.9

<sup>a</sup>Revised.

## EARNINGS AND HOURS, ALL WAGE EARNERS, MAY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	May	April	May	April	May	April	May	April
Agricultural implement.....	\$1.130	\$1.128	\$53.00	\$53.31	46.9	47.2	47.3	47.4
Automobile <sup>1</sup> .....	1.311	1.309	58.88	62.07 <sup>r</sup>	44.9	47.47	48.7	48.6
Boot and shoe.....	.740	.728	30.56	30.23	41.8	41.5	41.7	42.0
Chemical.....	1.080	1.083	48.62	48.83	45.0	45.1	45.8	45.9
Rayon producing <sup>2</sup> .....	.903	.901 <sup>r</sup>	38.04	37.37 <sup>r</sup>	42.1	41.5 <sup>r</sup>	46.0	46.0
Cotton—North.....	.763	.757	32.55	31.97	42.6	42.2	41.8	41.8
Electrical manufacturing.....	1.124	1.119	52.23	51.66	46.5	46.2	42.5	42.4
Furniture <sup>3</sup> .....	.997	1.001	47.00	47.41	47.1	47.4	46.6	46.6
Hosiery and knit goods.....	.813	.802	33.48	32.55	41.2	40.6	41.4	41.4
Iron and steel <sup>4</sup> .....	1.184	1.190	56.23	54.61	47.5	45.9	42.9	42.9
Leather tanning and finishing.....	.909	.900	41.77	40.45	45.9	44.9	44.2	43.6
Lumber and millwork.....	1.098	1.096	49.97	49.75	45.5	45.4	46.9	46.9
Meat packing.....	.946	.928	48.28	45.14	51.0	48.7	41.6	41.4
Paint and varnish.....	1.007	1.014	48.33	48.18 <sup>r</sup>	48.0	47.5 <sup>r</sup>	43.3	43.3
Paper and pulp.....	.896	.892	43.45	42.99	48.5	48.2	44.6	44.4
Paper products.....	.850	.835	37.78	36.29	44.5	43.5	42.8	42.7
Printing—book and job.....	1.038	1.040	44.37	44.30	42.7	42.6	41.4	41.4
Printing—news and magazine.....	1.125	1.118	45.96	45.72	40.9	40.9	40.8	40.8
Rubber.....	1.187	1.181	54.27	53.77	45.7	45.5	46.9	46.9
1. Rubber tires and tubes.....	1.301	1.298	59.17	59.34	45.5	45.7	46.8	46.8
2. Other rubber products.....	1.024	1.006	47.14	45.61	46.0	45.3	47.0	47.0
Silk and rayon.....	.771	.771	33.98	32.45	44.0	42.1	42.3	42.0
Wool.....	.909	.893	39.32	37.21	43.3	41.7	42.4	42.0
1. Woolen and worsted goods.....	.896	.877	38.82	36.07	43.3	41.2	42.3	41.7
2. Other woolen products <sup>5</sup> .....	.929	.918	40.11	39.04	43.2	42.5	42.5	42.5
Foundries and machine shops.....	1.179	1.175	55.68	55.11 <sup>r</sup>	47.2	46.9	45.6	45.6
1. Foundries.....	1.132	1.127	53.22	51.86	47.0	46.0	43.9	43.9
2. Machines and machine tools.....	1.154	1.143	56.73	55.91	49.2	48.9	47.5	47.6
3. Heavy equipment.....	1.264	1.275	58.94	59.84	46.6	46.9	45.8	45.8
4. Hardware and small parts.....	1.101	1.084	51.94	50.14	47.2	46.3	44.0	44.3
5. Other products.....	1.163	1.153 <sup>r</sup>	54.58	53.58 <sup>r</sup>	46.9	46.4 <sup>r</sup>	45.6	45.5 <sup>r</sup>
25 INDUSTRIES.....	\$1.061	\$1.057	\$48.51	\$48.09	45.5	45.2	44.1	44.0
Cement.....	\$ .876	\$ .873	\$37.10	\$36.19	42.3	41.5	42.4	42.1
Petroleum refining.....	1.282	1.292 <sup>r</sup>	58.66	60.01 <sup>r</sup>	45.7	46.4	43.7	43.8
27 INDUSTRIES.....	\$1.063	\$1.059	\$48.57	\$48.17 <sup>r</sup>	45.5	45.2	44.1	44.0
Aircraft.....	\$1.179	\$1.161	\$53.13	\$53.17	45.0	45.8	48.1	48.1
Shipbuilding.....	1.337	1.351	62.67	61.05	46.9	45.2	48.1	48.1

See footnotes on page 201.

highest of any month since these surveys were initiated. Since January, 1941, the average weekly return of workers in these

industries has increased \$17.90, or 58.5%, and since August, 1939, the rise has been \$21.22 a week, or 77.8%.

Real weekly earnings, which measure changes in quantity of goods and services that can be purchased with dollar weekly

## EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, MAY, 1944

Index Numbers, 1923=100

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	Average Earnings								Employment	Total Man Hours Worked	Payrolls			
	Hourly, Actual		Weekly				Actual	Real a						
	May	April	May	April	May	April	May	April	May	April	May	April		
Agricultural implement.....	208.2	202.9	192.7	193.7	184.2	185.9	204.0	206.5	193.2	197.0	393.1	400.0		
Automobile <sup>1</sup> .....	207.4	207.1	195.4	205.9 <sup>r</sup>	186.8	197.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		
Boot and shoe.....	149.5	147.1	135.2	133.8	129.3	128.4	87.7	88.0	79.5	80.1	118.6	117.7		
Chemical.....	212.2	212.8	185.6	186.4	177.4	178.9	185.3	179.6	162.0	157.3	343.9	334.8		
Cotton—North.....	171.5	170.1	153.2	150.5	146.5	144.4	39.0	40.1	34.7	35.4	59.7	60.4		
Electrical manufacturing.....	197.9	197.0	192.8	190.7	184.3	183.0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		
Furniture <sup>2</sup> .....	192.8	193.6	188.5	190.1	180.2	182.4	147.8	153.7	144.4	151.1	278.6	292.2		
Hosiery and knit goods.....	212.8	209.9	189.5	184.2	181.2	176.8	77.8	79.4	69.2	69.6	147.4	146.3		
Iron and steel <sup>3</sup> .....	198.7	199.7	164.3	159.6	157.1	153.2	117.1	118.1	96.4	98.9	192.4	188.5		
Leather tanning and finishing.....	187.0	185.2	180.4	174.7	172.5	167.7	72.3	72.6	69.7	68.5	130.4	126.8		
Lumber and millwork.....	232.1	231.7	213.4	212.4	204.0	203.8	50.3	56.8	46.2	52.1	107.3	120.6		
Meat packing.....	200.0	196.2	205.1	191.8	196.1	184.1	121.8	126.8	125.0	124.3	249.8	243.2		
Paint and varnish.....	178.5	179.8	176.6	175.9 <sup>r</sup>	168.8	168.8	139.1	136.9 <sup>r</sup>	137.4	133.8 <sup>r</sup>	245.7	240.8		
Paper and pulp.....	177.8	177.0	166.6	164.8	159.3	158.2	112.0	111.9	104.8	104.2	186.6	184.4		
Paper products.....	186.4	183.1	173.5	166.6	165.9	159.9	168.2	177.1	157.3	161.9	291.8	295.0		
Printing—book and job.....	159.0	159.8	148.1	147.9	141.6	141.9	119.8	121.2	111.4	112.5	177.4	179.3		
Printing—news and magazine.....	162.3	161.3	147.2	146.4	140.7	140.5	120.7	122.9	109.7	111.7	177.7	179.9		
Rubber.....	189.6	188.7	193.6	191.8	185.1	184.1	118.6	122.0	121.0	124.0	229.6	234.0		
Silk and rayon.....	155.4	155.4	147.3	140.9	140.8	135.2	84.9	86.8	80.3	78.6	125.1	122.3		
Wool.....	180.0	176.8	164.0	155.2	156.8	148.9	72.5	73.8	66.1	64.4	118.9	118.8		
Foundries and machine shops.....	205.8	205.1	196.3	194.3 <sup>r</sup>	187.7	186.5	227.7	232.6	216.8	220.0	447.0	451.9 <sup>r</sup>		
1. Foundries.....	191.9	191.0	179.7	175.1	171.8	168.0	142.4	145.6	133.3	133.4	255.9	254.9		
2. Machines and machine tools.....	210.2	208.2	207.8	204.8	198.7	196.5	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		
3. Heavy equipment.....	188.7	190.3	178.5	181.2	170.7	173.9	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		
4. Hardware and small parts.....	215.0	211.7	209.4	202.1	200.2	194.0	190.8	194.9	185.6	186.1	399.5	393.9		
5. Other products.....	207.7	205.9 <sup>r</sup>	199.7	196.0 <sup>r</sup>	190.9	188.1	262.8	267.7	252.6	254.6 <sup>r</sup>	524.8	524.7 <sup>r</sup>		
<b>25 INDUSTRIES.....</b>	<b>196.1</b>	<b>195.4</b>	<b>182.3</b>	<b>180.7</b>	<b>174.3</b>	<b>173.4</b>	<b>140.4</b>	<b>144.0</b>	<b>129.9</b>	<b>132.3</b>	<b>255.9</b>	<b>260.2<sup>r</sup></b>		

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding.

See footnotes on page 201.

income, rose 0.5% in May. They reflect an increase of 0.4% in the cost of living as determined by THE CONFERENCE BOARD's prewar index, as well as the advance in dollar weekly earnings. Since January, 1941, they have advanced 30.4% despite a rise of 21.6% in the cost of living. From August, 1939, to May, 1944, when living costs were raised 24.5%, real weekly earnings were increased 42.8%.

## HOURS

The length of the average work week of wage earners in these industries was 45.5 hours in May. This represented an advance of 0.3 hours, or 0.7%, from the April level. The average work week was 5.3 hours, or 13.2%, longer than in January, 1941, and 7.6 hours, or 20.1%, longer than in August, 1939.

Total man hours, reflecting both the small increase in the average number of hours worked a week and the substantial reduction in employment from April to May, declined 1.8%. Most of the advances since November, 1942, were offset and the May index of 129.9 (1923=100) was above the November, 1942, level. It was, however, higher than during any

month prior to that date. Man hours have increased 45.8% since January, 1941, and 100.5% since August, 1939.

## EMPLOYMENT

The number of employed workers in the twenty-five manufacturing industries combined was reduced in May for the sixth consecutive month. The April-to-May decline of 2.5% was the largest of any month in recent years. It resulted from strikes involving large numbers of workers in the automobile, iron and steel, and northwestern lumber industries, as well as from reductions in employment in eighteen of the other industries. The May level of 140.4 (1923=100) was slightly above that of September, 1942, but lower than during any other month since then. It was, however, higher than any month prior to that date. Employment gains since January, 1941, amounted to 28.7% and since August, 1939, to 66.7%.

## PAYROLLS

Total payrolls, which are influenced by changes in employment, the length of the work week, and average hourly earnings, declined 1.7% in May. In so doing, they

receded to a level of 255.9 (1923=100), which was only slightly above that of May, 1943. As compared with payrolls in January, 1941, they have risen 103.9%, while the advance since August, 1939, has amounted to 196.2%.

## CEMENT

Average weekly earnings of all wage earners in the cement industry rose 2.5% in May to \$37.10, a new high level for these workers. This increase resulted entirely from longer hours worked by the more highly paid semi-skilled and skilled workers at premium overtime rates. Both the length of the work week and average hourly earnings of unskilled workers were reduced in May. Since unskilled workers represented less than 12% of all wage earners in the industry, the 0.5% increase in the hourly earnings and the 2.7% advance in the length of the work week of the larger group of skilled workers were reflected in the averages for all wage earners combined.

## PETROLEUM

Increased employment in petroleum refineries made possible a reduction in work-

## EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, MAY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE								FEMALE			
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	May	April	May	April	May	April	May	April	May	April	May	April
Agricultural implement.....	\$1.157	\$1.155	\$54.58	\$54.93	47.2	47.5	\$931	\$936	\$41.82	\$42.28	44.9	45.2
Automobile <sup>1</sup> .....	1.366	1.364	62.60	65.80 <sup>r</sup>	45.8	48.2 <sup>r</sup>	1.128	1.124	47.44	50.37 <sup>r</sup>	42.0	44.8 <sup>r</sup>
Boot and shoe.....	.903	.883	38.41	37.49	42.5	42.5	.613	.606	24.75	24.71	40.3	40.8
Chemical.....	1.174	1.173	58.87	53.65	45.9	45.7	.755	.756	31.91	32.85	42.3	42.8
Rayon producing <sup>2</sup> .....	1.010	1.007 <sup>r</sup>	44.24	43.44 <sup>r</sup>	43.8	43.1 <sup>r</sup>	.703	.699 <sup>r</sup>	27.61	27.09 <sup>r</sup>	39.3	38.7 <sup>r</sup>
Cotton—North.....	.835	.827	37.65	37.08	45.1	44.8	.670	.665	26.66	26.07	39.8	39.2
Electrical manufacturing.....	1.273	1.270	61.50	61.11	48.3	48.1	.877	.868	38.33	37.58	43.7	43.8
Furniture <sup>3</sup> .....	1.065	1.061	51.48	50.79	48.3	47.8	.841	.870	37.47	40.29	44.5	46.3
Hosiery and knit goods.....	1.111	1.092	49.90	48.26	44.9	44.2	.689	.680	27.42	26.69	39.8	39.2
Iron and steel <sup>4</sup> .....	1.206	1.211	57.63	56.07	47.8	46.3	.917	.911	40.40	37.29	44.1	41.0
Leather tanning and finishing.....	.929	.920	43.60	42.31	46.9	46.0	.781	.771	31.65	30.25	40.5	39.8
Lumber and millwork.....	1.116	1.114	50.96	50.72	45.7	45.5	.860	.861	37.79	37.53	43.9	43.6
Meat packing.....	.998	.979	52.67	49.09	52.8	50.1	.736	.716	33.14	31.07	45.0	43.4
Paint and varnish.....	1.036	1.043	50.18	49.99 <sup>r</sup>	48.5	47.9	.808	.810	36.42	35.98	45.1	44.4
Paper and pulp.....	.922	.917	45.45	44.82	49.3	48.9	.667	.665	28.33	28.58	42.5	43.0
Paper products.....	.986	.968	46.59	44.50	47.3	46.0	.647	.643	26.44	25.90	40.9	40.3
Printing—book and job.....	1.252	1.251	54.56	54.35	43.6	43.4	.648	.647	26.76	26.64	41.3	41.1
Printing—news and magazine.....	1.229	1.216	50.54	50.18	41.1	41.2	.714	.735	28.45	29.12	39.0	39.6
Rubber.....	1.394	1.326	63.88	63.41	47.9	47.8	.874	.877	36.39	36.38	41.7	41.4
1. Rubber tires and tubes.....	1.405	1.403	66.45	66.96	47.3	47.7	.987	.996	40.22	40.53	40.7	40.7
2. Other rubber products.....	1.203	1.179	58.93	56.62	49.0	48.0	.777	.770	33.00	32.43	42.5	42.1
Silk and rayon.....	.862	.863	40.76	39.13	47.3	45.3	.626	.624	24.88	23.61	39.7	37.9
Wool.....	.979	.963	44.34	41.97	45.3	43.6	.790	.772	31.76	30.01	40.2	38.8
1. Woolen and worsted goods.....	.957	.936	43.76	40.38	45.7	43.1	.805	.788	32.31	30.36	40.1	38.6
2. Other woolen products <sup>5</sup> .....	1.010	1.000	45.15	44.21	44.7	44.2	.761	.743	30.67	29.29	40.3	39.4
Foundries and machine shops.....	1.234	1.232	59.28	58.76 <sup>r</sup>	48.1	47.7	.947	.933 <sup>r</sup>	41.67	40.81 <sup>r</sup>	44.0	43.7 <sup>r</sup>
1. Foundries.....	1.155	1.151	54.94	53.90	47.6	46.8	.888	.884	37.38	34.18	42.1	38.7
2. Machines and machine tools.....	1.212	1.203	60.93	60.16	50.3	50.0	.903	.889	40.67	39.67	45.0	44.6
3. Heavy equipment.....	1.293	1.310	60.80	61.82	47.0	47.2	1.016	.989	44.25	44.33	43.6	44.8
4. Hardware and small parts.....	1.181	1.163	57.32	55.35	48.5	47.6	.867	.849	37.83	36.29	43.7	42.8
5. Other products.....	1.229	1.219 <sup>r</sup>	59.02	57.81 <sup>r</sup>	48.0	47.4 <sup>r</sup>	.969	.959	42.71	42.04 <sup>r</sup>	44.1	43.8 <sup>r</sup>
25 INDUSTRIES.....	\$1.159	\$1.154	\$54.36	\$53.91 <sup>r</sup>	46.9	46.6	\$745	\$739	\$30.78	\$30.23 <sup>r</sup>	41.1	40.7
Cement.....	\$876	\$873	\$37.10	\$36.19	42.3	41.5	....	....	....	....	....	....
Petroleum refining.....	1.282	1.292 <sup>r</sup>	58.66	60.01 <sup>r</sup>	45.7	46.4	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.158	\$1.154	\$54.29	\$53.86 <sup>r</sup>	46.9	46.5	....	....	....	....	....	....
Aircraft.....	\$1.280	\$1.258	\$58.71	\$58.77	45.9	46.7	\$1.023	\$1.004	\$44.86	\$44.50	43.8	44.3
Shipbuilding.....	1.357	1.370	63.87	62.14	47.1	45.4	1.076	1.076	47.68	46.50	44.9	43.2

See footnotes on page 201.

ing hours of 1.5% between April and May. Probably because the additional workers were engaged in the lower-paid, less-skilled occupations, hourly earnings declined 0.8% in the month period. This was true of both groups of workers as well as the composite for all wage earners. Average weekly earnings of all wage earners at \$58.66 in May were 2.3% below those in April, but higher than earnings during any other month since these data have been collected.

## AIRCRAFT

Wage earners in the aircraft industry received \$53.13 on the average for one week's work in May. This was a reduction of 0.1% from the \$53.17 earned in April. The decline resulted from shorter working hours since average hourly earnings were increased in the month period. Since women, whose working hours have always been shorter than those of men,

comprised a larger proportion of all workers in May, the average work week for all wage earners was reduced. The May level of hourly earnings for all workers in the industry was \$1.179, or higher than during any other month, and weekly earnings were higher in May than in any other month except April.

## SHIPBUILDING

In shipyards, the average weekly return for all workers was \$62.67, an increase of 2.7% over April. This level had been exceeded only during October and November, 1943. In both of those months, however, working hours had been 47.3 or more for each week as compared with 46.9 in May. Average hourly earnings of all workers in shipyards averaged \$1.337, or 1.0% less than in April. This level had been exceeded in November and December, 1943, but was higher than during any other month. As with aircraft workers,

women represented an increasing proportion of all workers.

## LABOR STATISTICS IN MAY

Hourly earnings increased 0.4% to \$1.061 in May. They were 5.2% above those in May of last year, and 79.8% higher than the average for 1929.

Weekly earnings advanced to \$48.51 in May and were 0.9% more than in April, 5.6% higher than in the same month of last year, and 69.9% above the 1929 average.

"Real" weekly earnings rose 0.5% from April to May and exceeded those during May, 1943, by 5.0%, and the average for 1929 by 62.6%.

Hours per week were expanded 0.3 hours or 0.7% in May. Since May of last year, working hours have increased 0.4% and since 1929 they have been reduced as much as 5.8%.

## EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, MAY, 1944

Note: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly		May	April	May	April	May	April	May	April
	May	April	May	April	May	April	May	April	May	April	May	April
Agricultural implement.....	\$ 941	\$ 946	\$45.00	\$45.51	47.8	48.1	\$1.187	\$1.185	\$55.92	\$56.23	47.1	47.5
Automobile <sup>1</sup> .....	1.128	1.132	50.27	53.06 <sup>r</sup>	44.6	46.9 <sup>r</sup>	1.396	1.393	64.21	67.44 <sup>r</sup>	46.0	48.47
Boot and shoe.....	.461	.461	20.10	19.87	43.6	43.9	.921	.900	39.13	38.18	42.5	42.4
Chemical.....	.948	.953 <sup>r</sup>	43.72	43.86	46.1	46.0 <sup>r</sup>	1.240	1.239 <sup>r</sup>	56.85	56.59	45.8	45.7 <sup>r</sup>
Rayon producing <sup>2</sup> .....	.795	.805 <sup>r</sup>	33.58	34.56 <sup>r</sup>	42.3	42.9 <sup>r</sup>	1.037	1.033 <sup>r</sup>	45.62	44.59 <sup>r</sup>	44.0	43.2 <sup>r</sup>
Cotton—North.....	.744	.743	33.68	33.46	45.3	45.0	.882	.872	39.72	38.99	45.0	44.7
Electrical manufacturing.....	.889	.895	41.61	41.91	46.8	46.8	1.321	1.319	64.11	63.67	48.5	48.3
Furniture <sup>3</sup> .....	.843	.845	39.17	39.17	46.5	46.4	1.106	1.102	53.88	53.04	48.7	48.1
Hosiery and knit goods.....	.752	.745	35.55	35.08	47.3	47.1	1.147	1.126	51.27	49.46	44.7	43.9
Iron and steel <sup>4</sup> .....	.928	.929	42.61	41.27	45.9	44.4	1.257	1.264	60.52	59.03	48.1	46.7
Leather tanning and finishing.....	.695	.686	31.26	30.89	45.0	45.0	1.002	.995	47.66	46.08	47.6	46.3
Lumber and millwork.....	.810	.799	35.89	34.59	44.3	43.3	1.206	1.206	55.58	55.73	46.1	46.2
Meat packing.....	.815	.808	42.18	39.88	51.8	49.3	1.077	1.054	57.35	53.25	53.2	50.5
Paint and varnish.....	.846	.848 <sup>r</sup>	40.67	40.07 <sup>r</sup>	48.1	47.3	1.118	1.124 <sup>r</sup>	54.37	54.17 <sup>r</sup>	48.6	48.2 <sup>r</sup>
Paper and pulp.....	.768	.762	36.18	36.12	47.0	47.4	.984	.980	49.44	48.54	50.3	49.5
Paper products.....	.762	.741	33.69	31.26	44.2	42.2	1.060	1.049	51.30	49.78	48.4	47.5
Printing—book and job.....	.845	.866	36.95	37.92	43.7	43.8	1.340	1.341	58.64	58.15	43.6	43.4
Printing—news and magazine.....	.785	.775	29.48	29.64	37.6	38.2	1.344	1.336	56.65	56.25	42.2	42.1
Rubber.....	1.062	1.141	50.23	55.61	47.3	48.8	1.341	1.332	64.24	63.66	47.9	47.8
1. Rubber tires and tubes.....	1.109	1.132	51.79	54.79	46.7	48.4	1.414	1.411	66.93	67.31	47.3	47.7
2. Other rubber products.....	.769	.761	39.41	38.76	51.3	50.9	1.209	1.185	59.19	56.86	49.0	48.0
Wool.....	.801	.789	35.37	33.31	44.2	44.2	1.060	1.044	48.61	46.16	45.8	44.2
1. Woolen and worsted goods.....	.817	.802	35.56	32.92	43.5	41.1	1.041	1.019	49.15	45.35	47.2	44.5
2. Other woolen products <sup>5</sup> .....	.762	.760	34.91	34.30	45.8	45.1	1.082	1.071	48.04	47.03	44.4	43.9
Foundries and machine shops.....	.975	.975	46.33	46.05 <sup>r</sup>	47.5	47.2 <sup>r</sup>	1.271	1.269	61.17	60.59 <sup>r</sup>	48.1	47.8
1. Foundries.....	.938	.933	43.98	43.32	46.9	46.4	1.214	1.210	57.96	56.84	47.7	47.0
2. Machines and machine tools.....	.995	1.006	49.60	50.29	49.8	50.0	1.246	1.232	62.73	61.65	50.3	50.0
3. Heavy equipment.....	.974	.987	45.40	45.42	46.6	46.0	1.331	1.348	62.64	63.77	47.1	47.3
4. Hardware and small parts.....	.942	.927	46.05	44.51	48.9	48.0	1.233	1.213	59.75	57.62	48.5	47.5
5. Other products.....	1.003	.994 <sup>r</sup>	46.81	46.69 <sup>r</sup>	46.7	47.0	1.254	1.245	60.41	59.07 <sup>r</sup>	48.2	47.5 <sup>r</sup>
24 INDUSTRIES <sup>6</sup> .....	\$ .891	\$ .889	\$41.06	\$40.70	46.1	45.6 <sup>r</sup>	\$1.220	\$1.216	\$57.47	\$57.05 <sup>r</sup>	47.1	46.8
Cement.....	\$ .760	\$ .769	\$31.76	\$32.89	41.8	42.7	\$ .891	\$ .887	\$37.80	\$36.63	42.4	41.3
Petroleum refining.....	.944	.969 <sup>r</sup>	39.73	42.40 <sup>r</sup>	42.1	43.8	1.316	1.326 <sup>r</sup>	60.76	61.96 <sup>r</sup>	46.2	46.7
26 INDUSTRIES <sup>6</sup> .....	\$ .890	\$ .889	\$40.96	\$40.65	46.0	45.6	\$1.219	\$1.215	\$57.36	\$56.97 <sup>r</sup>	47.0	46.8
Aircraft.....	\$1.080	\$1.065	\$46.30	\$46.48	42.9	43.7	\$1.291	\$1.268	\$59.44	\$59.49	46.0	46.9
Shipbuilding.....	.996	1.003	46.03	44.49	46.2	44.4	1.397	1.412	65.89	64.18	47.2	45.5

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

<sup>2</sup>Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD. For revised series see pp. 124-126, May issue.

<sup>3</sup>Includes wood, metal, and upholstered household and office furniture.

<sup>4</sup>Based on data collected by the American Iron and Steel Institute and

Employment declined 2.5% in May and averaged 4.8% below the May, 1943, level, but was 3.9% higher than during the year 1929.

Man hours were reduced 1.8% in May. At 129.9 (1923=100) they were 4.3% lower than a year before, but 30.9% above the average for 1929.

Payrolls were 1.7% lower in May. In the past year they have increased 0.5% and since 1929 the rise in payrolls has been 136.1%.

The employed wage earner worked a slightly longer week in May and received more for each hour of work than ever before, as well as the highest recorded week-

ly return. Because of strikes, canceled contracts and various other factors, fewer workers were enabled to avail themselves of these higher earnings, with both total man hours and payrolls reduced in May.

<sup>5</sup>Principally rugs.

<sup>6</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

Indexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

*n.a.*Not available for publication; included in total indexes.

<sup>r</sup>Revised.

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## COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing <sup>1</sup>	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total <sup>2</sup>	Electricity	Gas		
Index Numbers, 1923=100											
1943 June.....	104.3	115.8a	90.8	88.6	98.3	78.9	92.5	67.3	94.9	107.1	95.9
July.....	103.1	112.4	90.8	88.9	98.5	79.3	92.5	67.2	94.6	107.2	97.0
August.....	102.8	111.4	90.8	89.3	99.1	79.5	92.6	67.2	94.6	107.3	97.3
September.....	103.1	112.0	90.8	89.8	99.5	80.1	92.6	67.2	94.6	107.4	97.0
October.....	103.7	112.6	90.8	90.6	99.7	81.4	92.7	67.2	94.6	108.6	96.4
November.....	103.7	112.1	90.8	90.9	100.0	81.7	93.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
1944 January.....	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.0	94.6	110.5	96.2
February.....	103.4	109.6	90.8	91.6	101.0	82.1	96.0	67.0	94.6	110.6	96.7
March.....	103.4	109.2	90.8	91.7	101.2	82.2	95.3	67.0	94.6	111.5	96.7
April.....	104.1	110.1	90.8	91.9	101.6	82.2	95.3	67.0	94.6	112.8	96.1
May.....	104.4	110.7b	90.8	92.3	101.8	82.8	95.3	67.0	94.6	113.2	95.8
June.....	104.4	110.6c	90.8	92.5	101.8	83.1	95.1	67.0	94.6	113.3	95.8
Percentage Changes											
May 1944 to June 1944 .....	0	-0.1	0	+0.2	0	+0.4	-0.2	0	0	+0.1	0
June 1943 to June 1944 .....	+0.1	-4.5	0	+4.4	+3.6	+5.3	+2.8	-0.4	-0.3	+5.8	-0.1

<sup>a</sup>Since October, 1943; data on housing collected quarterly, January 15, April 15, July 15, and October 15. It is assumed no change has occurred since April 15, 1944.

<sup>b</sup>Includes fuel as well as electricity and gas.

<sup>a</sup>Based on food price indexes of THE CONFERENCE BOARD for June 15, 1943.

<sup>b</sup>Based on food price indexes for May 15, 1944.

<sup>c</sup>Based on food price indexes for June 15, 1944.

<sup>r</sup>Revised

## Cost of Living in June

WARTIME living costs of wage earners' families in the United States remained unchanged from May 15 to June 15.

THE CONFERENCE BOARD's index continued at 104.4 (1923=100) compared with 104.3 in June, 1943, and was 21.4% higher than January, 1941, (base date of the Little Steel formula).

### FOOD COSTS DROP SLIGHTLY

Food prices declined fractionally, 0.1% over the month, owing to seasonal reductions in the prices of green vegetables. Fuel and light costs were also lower by

0.2%, the result of decreases in coal prices in some cities. Clothing prices were higher by 0.2% and items of the sundries group were up 0.1%.

The level of living costs was only 0.1% higher than a year ago. Sundries showed the greatest advance over June, 1943, with an increase of 5.8%. Other advances during the twelve months were: clothing prices, 4.4%, and fuel and light costs, 2.8%. Housing remained unchanged, while food prices declined 4.5%.

The purchasing value of the 1923 dollar remained at 95.8 cents, compared with 95.9 cents a year previous.

### INDIVIDUAL CITY SURVEYS

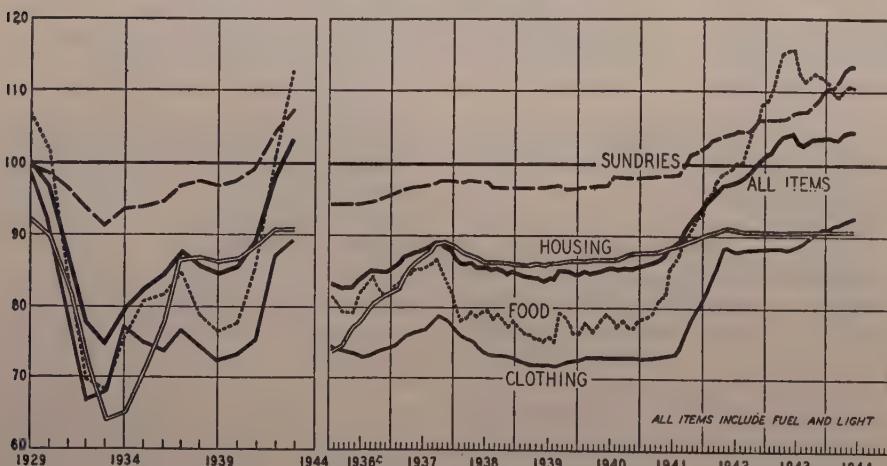
Total living costs over the month ending June 15, 1944, declined in twenty-three of the sixty-three industrial cities surveyed by THE CONFERENCE BOARD. In thirty-three other cities such costs rose, while in seven others they remained the same. Indianapolis recorded the greatest monthly rise of 1.8%, followed by Cincinnati with 1.2%, Dayton with 1.1%, and Chattanooga with 1.0%. Increases of 0.1% to 0.8% also occurred in twenty-nine other cities. Living costs were lower this June than in June, 1943, in thirty-three cities. They remained the same in two others, and rose in twenty-eight.

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(See tables on following pages)

### Cost of Living in the United States

Source: THE CONFERENCE BOARD  
Index Numbers, 1923=100



### Dismissal Compensation Ordered

The New York Regional War Labor Board has ordered the Eagle Electric Manufacturing Company to pay dismissal compensation to its office employees if suitable advance notice of separation is not given. The award was made by the public-labor majority in spite of the fact that a tripartite panel majority recommended denial.

The dismissal compensation award provides for two weeks' pay or two weeks' notice for employees with one year's service, three weeks' pay or notice for two to three years' service, and four weeks' pay or notice for three or more years' service. This severance pay is not to be given for voluntary resignation or discharge for cause.

# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944		June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944
<b>Akron</b>											
Food.....	145.8	147.6	155.0	-1.2	-5.9						
Housing <sup>1</sup> .....	113.7	113.7	113.7	0	0						
Clothing.....	125.3	124.9	121.4	+0.3	+3.2						
Fuel and light.....	112.2	112.2	111.4	0	+0.7						
Housefurnishings.....	118.4	118.4	118.4	0	0						
Sundries.....	118.7	118.7	115.2	0	+3.0						
Weighted Total.....	125.9	126.4	127.2	-0.4	-1.0						
<b>Atlanta</b>											
Food.....	149.1	148.5	150.6	+0.4	-1.0						
Housing <sup>1</sup> .....	99.2	99.2	99.2	0	0						
Clothing.....	125.9	125.7	122.3	+0.2	+2.9						
Fuel and light.....	113.1	112.7	109.7	+0.4	+3.1						
Housefurnishings.....	119.2	119.6	117.1	-0.3	+1.8						
Sundries.....	115.9	114.7	111.6	+1.0	+3.9						
Weighted Total.....	124.2	123.6	122.7	+0.5	+1.2						
<b>Baltimore</b>											
Food.....	148.8	149.1	159.8	-0.2	-6.9						
Housing <sup>1</sup> .....	103.2	103.2	103.2	0	0						
Clothing.....	128.2	128.6	120.3	-0.3	+6.6						
Fuel and light.....	107.5	107.9	105.0	-0.4	+2.4						
Housefurnishings.....	141.1	137.5	130.6	+2.6	+8.0						
Sundries.....	121.7	121.6	118.6	+0.1	+2.6						
Weighted Total.....	128.3	128.4	129.9	-0.1	-1.2						
<b>Birmingham</b>											
Food.....	151.4	151.3	154.7	+0.1	-2.1						
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0						
Clothing.....	130.0	130.1	123.6	-0.1	+5.2						
Fuel and light.....	103.7	103.7	101.1	0	+2.6						
Housefurnishings.....	117.8	117.8	117.8	0	0						
Sundries.....	118.5	118.5	110.7	0	+7.0						
Weighted Total.....	125.9	125.9	123.7	0	+1.8						
<b>Boston</b>											
Food.....	135.4	134.6	145.7	+0.6	-7.1						
Housing <sup>1</sup> .....	103.5	103.5	103.6	0	-0.1						
Clothing.....	128.4	128.1	124.8	+0.2	+2.9						
Fuel and light.....	122.8	123.1	120.7	-0.2	+1.7						
Housefurnishings.....	122.6	122.5	122.5	+0.1	+0.1						
Sundries.....	115.8	115.9	111.7	-0.1	+3.7						
Weighted Total.....	122.3	122.0	124.7	+0.2	-1.9						
<b>Bridgeport</b>											
Food.....	139.1	138.4	147.6	+0.5	-5.8						
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0						
Clothing.....	128.6	128.6	124.2	0	+3.5						
Fuel and light.....	119.9	120.2	115.6	-0.2	+3.7						
Housefurnishings.....	126.5	126.5	126.4	0	+0.1						
Sundries.....	126.7	126.8	115.2	-0.1	+10.0						
Weighted Total.....	126.3	126.1	125.5	+0.2	+0.6						
<b>Buffalo</b>											
Food.....	141.6	142.3	152.0	-0.5	-6.8						
Housing <sup>1</sup> .....	114.3	114.3	114.7	0	-0.3						
Clothing.....	120.6	119.6	118.2	+0.8	+2.0						
Fuel and light.....	108.6	109.4	106.0	-0.7	+2.5						
Housefurnishings.....	130.9	130.9	126.1	0	+3.8						
Sundries.....	112.5	112.5	109.4	0	+2.8						
Weighted Total.....	123.4	123.5	125.3	-0.1	-1.5						
<b>Chattanooga</b>											
Food.....	157.5	154.2	156.5	+2.1	+0.6						
Housing <sup>1</sup> .....	103.3	103.3	103.1	0	+0.2						
Clothing.....	122.9	122.6	118.2	+0.2	+4.0						
Fuel and light.....	100.7	99.9	90.7	+0.8	+11.0						
Housefurnishings.....	121.5	121.5	121.5	0	0						
Sundries.....	113.7	113.7	107.6	0	+5.7						
Weighted Total.....	126.2	125.0	122.9	+1.0	+2.7						
<b>Chicago</b>											
Food.....	142.4	142.7	147.4	-0.2	-3.4						
Housing <sup>1</sup> .....	105.8	105.8	105.5	0	+0.3						
Clothing.....	129.5	129.0	122.6	+0.4	+5.6						
Fuel and light.....	98.8	98.8	97.5	-0.1	+1.3						
Housefurnishings.....	125.2	125.2	124.7	0	+0.4						
Sundries.....	116.2	116.2	112.0	0	+3.8						
Weighted Total.....	123.1	123.2	122.8	-0.1	+0.2						
<b>Cincinnati</b>											
Food.....	140.1	135.9	147.6	+3.1	-5.1						
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0						
Clothing.....	135.8	135.5	128.1	+0.2	+6.0						
Fuel and light.....	106.0	106.0	103.5	0	+2.4						
Housefurnishings.....	124.5	124.5	124.1	0	+0.3						
Sundries.....	112.1	112.1	108.2	0	+3.6						
Weighted Total.....	122.6	121.2	123.1	+1.2	-0.4						
<b>Cleveland</b>											
Food.....	140.3	139.3	145.7	+0.7	-3.7						
Housing <sup>1</sup> .....	109.7	109.7	109.7	0	0						
Clothing.....	133.5	133.0	126.9	+0.4	+5.2						
Fuel and light.....	105.2	104.8	102.4	+0.4	+2.7						
Housefurnishings.....	130.0	130.1	118.2	-0.1	+10.0						
Sundries.....	116.9	116.4	114.5	+0.4	+2.1						
Weighted Total.....	124.3	123.8	123.8	+0.4	+0.4						
<b>Dallas</b>											
Food.....	143.9	145.1	148.1	-0.8	-2.8						
Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0						
Clothing.....	126.0	125.8	122.6	+0.2	+2.8						
Fuel and light.....	89.1	89.1	89.1	0	0						
Housefurnishings.....	127.3	127.3	127.9	0	-0.5						
Sundries.....	113.8	113.8	111.6	0	+2.0						
Weighted Total.....	121.5	121.8	121.8	-0.2	-0.2						
<b>Dayton</b>											
Food.....	144.8	140.7	149.3	+2.9	-3.0						
Housing <sup>1</sup> .....	105.9	105.9	105.1	0	+0.8						
Clothing.....	123.4	122.8	121.7	+0.5	+1.4						
Fuel and light.....	105.7	105.6	103.7	+0.1	+1.9						
Housefurnishings.....	128.5	128.5	127.5	0	+0.8						
Sundries.....	116.0	116.0	109.3	0	+6.1						
Weighted Total.....	123.8	122.4	123.1	+1.1	+0.6						
<b>Denver</b>											
Food.....	144.2	144.2	149.8	0	-3.7						
Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0						
Clothing.....	129.7	128.7	121.2	+0.8	+7.0						
Fuel and light.....	101.4	101.4	97.5	0	+4.0						
Housefurnishings.....	134.5	127.6	122.6	+5.4	+9.7						
Sundries.....	120.6	119.1	111.2	+1.3	+8.5						
Weighted Total.....	125.4	124.7	123.0	+0.6	+2.0						
<b>Des Moines</b>											
Food.....	137.0	137.4	150.6	-0.3	-9.0						
Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0						
Clothing.....	132.8	132.1	126.8	+0.5	+5.1						
Fuel and light.....	120.9	120.9	107.9	0	+12.0						
Housefurnishings.....	126.8	126.8	123.8	0	+2.4						
Sundries.....	114.7	114.7	111.1	0	+3.2						
Weighted Total.....	121.9	121.9	123.0	0	-0.9						
<b>Detroit</b>											
Food.....	148.1	146.4	155.0	+1.2	-4.5						
Housing <sup>1</sup> .....	107.0	107.0	107.0	0	0						
Clothing.....	131.7	131.4	125.0	+0.2	+5.4						
Fuel and light.....	112.1	111.4	107.8	+0.6	+4.0						
Housefurnishings.....	127.5	127.5	122.1	0	+4.4						
Sundries.....	125.5	125.6	118.1	-0.1	+6.3						
Weighted Total.....	128.3	127.7	127.6	+0.5	+0.5						

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

Revised.

**COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944		June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944
<b>Duluth</b>											
Food.....	134.5	133.7	147.4	+0.6	-8.8	Indianapolis					
Housing <sup>1</sup> .....	100.2	100.2	100.1	0	+0.1	Food.....	153.6	146.9	150.6	+4.6	+2.0
Clothing.....	135.2	134.6	125.0	+0.4	+8.2	Housing <sup>1</sup> .....	107.9	107.9	107.9	0	0
Fuel and light.....	107.5	107.3	105.3	+0.2	+2.1	Clothing.....	126.2	125.6	120.3	+0.5	+4.9
Housefurnishings.....	138.4	138.4	129.7	0	+6.7	Fuel and light.....	111.9	111.7	108.2	+0.2	+3.4
Sundries.....	111.9	111.9	110.6	0	+1.2	Housefurnishings.....	125.5	125.5	124.7	0	+0.6
Weighted Total.....	120.5	120.1	123.0	+0.3	-2.0	Sundries.....	117.3	117.3	112.1	0	+4.6
<b>Erie, Pa.</b>						Weighted Total.....	127.7	125.5	124.4	+1.8	+2.7
Food.....	149.7	149.0	159.1	+0.5	-5.9	<b>Kansas City, Mo.</b>					
Housing <sup>1</sup> .....	109.9	109.9	109.9	0	0	Food.....	132.9	133.3	139.4	-0.3	-4.7
Clothing.....	138.0	138.1	134.1	-0.1	+2.9	Housing <sup>1</sup> .....	105.2	105.2	105.2	0	0
Fuel and light.....	118.0	118.5	109.7	-0.4	+3.0	Clothing.....	128.5	127.8	121.5	+0.5	+5.8
Housefurnishings.....	129.9	130.1	129.8	-0.2	+0.1	Fuel and light.....	110.0	109.8	108.8	+0.2	+1.1
Sundries.....	125.2	122.4	118.7	+2.3	+5.5	Housefurnishings.....	123.5	123.5	120.9	0	+2.2
Weighted Total.....	130.2	129.4	131.3	+0.6	-0.8	Sundries.....	122.0	121.9	113.7	+0.1	+7.3
<b>Fall River</b>						Weighted Total.....	121.8	121.8	120.6	0	+1.0
Food.....	133.6	134.4	149.2	-0.6	-10.5	<b>Lansing</b>					
Housing <sup>1</sup> .....	104.3	104.3	104.3	0	0	Food.....	163.5	165.3	172.0	-1.1	-4.9
Clothing.....	134.8	134.1	119.2	+0.5	+13.1	Housing <sup>1</sup> .....	98.0	98.0	98.0	0	0
Fuel and light.....	116.8	117.0	115.5	-0.2	+1.1	Clothing.....	127.9	128.2	123.9	-0.2	+3.2
Housefurnishings.....	118.8	115.0	114.8	+3.3	+3.9	Fuel and light.....	105.0	104.9	101.6	+0.1	+3.3
Sundries.....	121.7	121.7	116.0	0	+4.9	Housefurnishings.....	135.1	135.0	130.3	+0.1	+3.7
Weighted Total.....	123.5	123.6	125.7	-0.1	-1.8	Sundries.....	125.7	123.8	117.9	+1.5	+6.6
<b>Front Royal, Va.</b>						Weighted Total.....	129.5	129.7	129.5	-0.2	0
Food.....						<b>Los Angeles</b>					
Housing <sup>1</sup> .....						Food.....	146.0	148.4	153.5	-1.6	-4.9
Clothing.....						Housing <sup>1</sup> .....	104.6	104.6	104.6	0	0
Fuel and light.....						Clothing.....	121.4	121.1	118.5	+0.2	+2.4
Housefurnishings.....						Fuel and light.....	96.2	96.2	96.2	0	0
Sundries.....						Housefurnishings.....	124.8	124.8	123.8	0	+0.8
Weighted Total.....						Sundries.....	114.4	114.4	110.1	0	+3.9
<b>Grand Rapids</b>						Weighted Total.....	122.3	123.0	123.2	-0.6	-0.7
Food.....	146.6	146.6	156.4	0	-6.3	<b>Louisville</b>					
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Food.....	144.2	142.6	150.4	+1.1	-4.1
Clothing.....	133.0	132.7	122.3	+0.2	+8.7	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Fuel and light.....	110.9	110.6	108.8	+0.3	+1.9	Clothing.....	124.0	123.5	119.4	+0.4	+3.9
Housefurnishings.....	147.1	143.1	132.7	+2.8	+10.9	Fuel and light.....	113.4	113.4	110.3	0	+2.8
Sundries.....	121.1	120.6	116.0	+0.4	+4.4	Housefurnishings.....	131.2	131.2	127.7	0	+2.7
Weighted Total.....	127.5	127.2	127.3	+0.2	+0.2	Sundries.....	110.3	110.3	107.8	0	+2.3
<b>Green Bay, Wis.</b>						Weighted Total.....	123.6	123.0	124.2	+0.5	-0.5
Food.....	132.9	133.9	144.7	-0.7	-8.2	<b>Macon</b>					
Housing <sup>1</sup> .....	102.8	102.8	100.6	0	+2.2	Food.....	148.0	147.4	155.7	+0.4	-4.9
Clothing.....	132.8	132.6	126.1	+0.2	+5.3	Housing <sup>1</sup> .....	115.9	115.9	115.9	0	0
Fuel and light.....	108.9	108.9	106.4	0	+2.3	Clothing.....	128.6	128.0	117.3	+0.5	+9.6
Housefurnishings.....	131.4	128.1	123.2	+2.6	+6.7	Fuel and light.....	101.5	101.5	98.9	0	+2.6
Sundries.....	115.6	115.5	111.2	+0.1	+4.0	Housefurnishings.....	139.6	139.6	129.1	0	+8.1
Weighted Total.....	121.2	121.3	122.0	-0.1	-0.7	Sundries.....	118.9	118.9	115.4	0	+3.0
<b>Houston</b>						Weighted Total.....	128.4	128.1	127.7	+0.2	+0.5
Food.....	140.1	140.8	142.6	-0.1	-1.8	<b>Meadville, Pa.</b>					
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Food.....	144.9	145.3	152.3	-0.3	-4.9
Clothing.....	127.2	126.9	124.2	+0.2	+2.4	Housing <sup>1</sup> .....	110.8	110.8	110.8	0	0
Fuel and light.....	84.8	84.8	90.2	0	-6.0	Clothing.....	119.2	119.2	116.5	0	+2.3
Housefurnishings.....	116.4	116.3	114.7	+0.1	+1.5	Fuel and light.....	112.1	112.1	110.2	0	+1.7
Sundries.....	112.6	112.5	109.3	+0.1	+3.0	Housefurnishings.....	136.4	136.4	130.2	0	+4.8
Weighted Total.....	119.6	119.6	119.2	0	+0.3	Sundries.....	124.9	124.9	120.1	0	+4.0
<b>Huntington, W. Va.</b>						Weighted Total.....	126.4	126.5	127.0	-0.1	-0.5
Food.....	144.7	145.8	153.2	-0.8	-5.5	<b>Memphis</b>					
Housing <sup>1</sup> .....	111.7	111.7	111.7	0	0	Food.....	157.0	156.5	164.4	+0.3	-4.5
Clothing.....	127.0	126.9	118.4	+0.1	+7.3	Housing <sup>1</sup> .....	109.4	109.4	109.4	0	0
Fuel and light.....	100.0	100.0	100.0	0	0	Clothing.....	133.6	133.3	128.0	+0.2	+4.4
Housefurnishings.....	129.4	129.3	125.2	+0.1	+3.4	Fuel and light.....	98.1	98.1	98.3	0	-0.2
Sundries.....	112.7	112.8	110.9	-0.1	+1.6	Housefurnishings.....	129.6	129.6	128.6	0	+0.8
Weighted Total.....	124.7	125.1	125.6	-0.3	-0.7	Sundries.....	109.1	108.4	105.8	+0.6	+3.1

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

Revised.

**COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944		June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944
<b>Milwaukee</b>											
Food.....	142.8	141.6	149.0	+0.8	-4.2	Parkersburg, W. Va.					
Housing <sup>1</sup> .....	103.4	103.4	103.8	0	+0.1	Food.....	141.9	141.7	151.0	+0.1	-6.0
Clothing.....	134.0	133.6	127.7	+0.3	+4.9	Housing <sup>1</sup> .....	104.2	104.2	104.2	0	0
Fuel and light.....	109.8	109.8	107.6	0	+2.0	Clothing.....	125.4	125.4	123.7	0	+1.4
Housefurnishings.....	128.8	128.4	125.5	+0.3	+2.6	Fuel and light.....	94.6	94.6	94.6	0	0
Sundries.....	116.0	116.0	112.6	0	+3.0	Housefurnishings.....	128.4	126.8	125.0	+1.3	+2.7
Weighted Total.....	123.8	123.3	123.9	+0.4	-0.1	Sundries.....	112.8	112.7	109.5	+0.1	+8.0
Weighted Total.....	123.8	123.3	123.9	+0.4	-0.1	Weighted Total.....	123.2	123.1	125.3	+0.1	-1.7
<b>Minneapolis</b>						<b>Philadelphia</b>					
Food.....	146.3	146.9	148.8	-0.4	-1.7	Food.....	139.7	139.5	149.7	+0.1	-6.7
Housing <sup>1</sup> .....	103.7	103.7	103.7	0	0	Housing <sup>1</sup> .....	102.9	102.9	102.9	0	0
Clothing.....	133.5	132.7	125.9	+0.6	+6.1	Clothing.....	129.7	129.4	122.4	+0.2	+6.0
Fuel and light.....	104.8	105.1	102.6	-0.3	+2.1	Fuel and light.....	110.0	110.0	106.5	0	+3.3
Housefurnishings.....	121.8	121.8	122.1	0	-0.2	Housefurnishings.....	121.3	121.3	121.1	0	+0.2
Sundries.....	115.5	115.5	112.8	0	+2.3	Sundries.....	122.8	122.7	110.8	+0.1	+10.8
Weighted Total.....	124.3	124.4	123.2	-0.1	+0.9	Weighted Total.....	125.4	125.3	125.0	+0.1	+0.3
<b>Muskegon</b>						<b>Pittsburgh</b>					
Food.....	157.3	158.4	168.7	-0.7	-6.8	Food.....	140.1	142.2	151.5	-1.5	-7.5
Housing <sup>1</sup> .....	115.2	115.2	115.2	0	0	Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0
Clothing.....	130.7	130.9	122.6	-0.2	+6.6	Clothing.....	129.0	128.9	124.5	+0.1	+8.6
Fuel and light.....	114.6	114.6	112.5	0	+1.9	Fuel and light.....	110.3	110.3	110.3	0	0
Housefurnishings.....	121.2	121.2	118.8	0	+2.0	Housefurnishings.....	119.1	118.5	117.2	+0.5	+1.6
Sundries.....	116.9	116.8	111.3	+0.1	+5.0	Sundries.....	115.5	115.5	111.3	0	+8.8
Weighted Total.....	129.5	129.8	130.1	-0.2	-0.5	Weighted Total.....	122.9	123.6	125.1	-0.6	-1.8
<b>Newark</b>						<b>Portland, Ore.</b>					
Food.....	136.0	138.9	148.8	-2.1	-8.8	Food.....	145.2	147.0	147.9	-1.2	-1.8
Housing <sup>1</sup> .....	101.4	101.4	101.4	0	0	Housing <sup>1</sup> .....	110.0	110.0	110.0	0	0
Clothing.....	125.9	126.4	120.0	-0.4	+4.9	Clothing.....	139.5	139.5	127.4	0	+9.5
Fuel and light.....	106.0	106.1	104.0	-0.1	+1.9	Fuel and light.....	124.7	124.7	124.7	0	0
Housefurnishings.....	133.2	133.2	129.3	0	+3.0	Housefurnishings.....	120.9	120.9	119.0	0	+1.6
Sundries.....	116.5	116.5	113.5	0	+2.6	Sundries.....	115.6	115.4	112.0	+0.2	+8.2
Weighted Total.....	121.6	122.8	124.9	-1.0	-2.6	Weighted Total.....	127.0	127.5	125.3	-0.4	+1.4
<b>New Haven</b>						<b>Providence</b>					
Food.....	134.8	134.0	144.2	+0.6	-6.5	Food.....	140.6	140.8	148.8	+0.2	-5.5
Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0	Housing <sup>1</sup> .....	103.3	103.3	103.3	0	0
Clothing.....	127.6	126.1	119.5	+1.1	+6.8	Clothing.....	133.5	132.8	118.1	+0.5	+18.0
Fuel and light.....	111.6	111.9	109.7	-0.3	+1.7	Fuel and light.....	115.2	115.4	113.6	-0.2	+1.4
Housefurnishings.....	124.5	124.5	124.4	0	+0.1	Housefurnishings.....	126.5	126.5	125.3	0	+1.0
Sundries.....	109.2	109.2	106.9	0	+2.2	Sundries.....	117.9	117.9	112.0	0	+5.3
Weighted Total.....	119.1	118.7	120.5	+0.3	-1.2	Weighted Total.....	123.9	123.7	123.3	+0.2	+0.5
<b>New Orleans</b>						<b>Richmond</b>					
Food.....	146.6	147.6	150.0	-0.7	-2.8	Food.....	155.7	155.2	158.0	+0.3	-1.5
Housing <sup>1</sup> .....	110.6	110.6	110.6	0	0	Housing <sup>1</sup> .....	103.1	103.1	102.7	0	+0.4
Clothing.....	132.6	132.7	127.2	-0.1	+4.2	Clothing.....	121.2	121.1	118.5	+0.1	+2.3
Fuel and light.....	88.2	88.2	89.1	0	-1.0	Fuel and light.....	106.6	108.8	105.2	-2.0	+1.3
Housefurnishings.....	124.4	124.5	123.4	-0.1	+0.8	Housefurnishings.....	121.8	121.8	120.5	0	+1.1
Sundries.....	119.2	119.2	114.9	0	+3.7	Sundries.....	108.9	108.9	107.0	0	+1.8
Weighted Total.....	128.3	128.7	127.9	-0.3	+0.3	Weighted Total.....	123.4	123.4	123.0	0	+0.3
<b>New York</b>						<b>Roanoke, Va.</b>					
Food.....	146.7	147.7	151.7	-0.7	-3.3	Food.....	148.6	150.1	156.7	-1.0	-5.2
Housing <sup>1</sup> .....	100.8	100.8	100.8	0	0	Housing <sup>1</sup> .....	120.3	120.3	119.2	0	+0.9
Clothing.....	118.2	118.4	114.2	-0.2	+3.5	Clothing.....	117.6	117.5	113.4	+0.1	+8.7
Fuel and light.....	117.2	118.1	110.8	-0.8	+5.8	Fuel and light.....	107.9	107.3	104.1	+0.6	+8.7
Housefurnishings.....	130.2	130.2	127.7	0	+2.0	Housefurnishings.....	121.9	121.8	121.9	+0.1	0
Sundries.....	114.5	114.5	107.3	0	+6.7	Sundries.....	115.6	115.6	112.0	0	+8.2
Weighted Total.....	124.1	124.6	123.4	-0.4	+0.6	Weighted Total.....	126.0	126.4	126.7	-0.3	-0.6
<b>Omaha</b>						<b>Rochester</b>					
Food.....	148.6	147.0	152.4	+1.1	-2.5	Food.....	145.3	144.5	151.0	+0.6	-8.8
Housing <sup>1</sup> .....	100.6	100.6	100.6	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	126.0	125.8	120.2	+0.2	+4.8	Clothing.....	130.8	130.5	127.8	+0.2	+2.3
Fuel and light.....	106.5	106.5	105.1	0	+1.3	Fuel and light.....	118.2	118.4	112.2	-0.2	+5.8
Housefurnishings.....	141.9	138.6	131.2	+2.4	+8.2	Housefurnishings.....	135.7	135.7	136.1	0	-0.3
Sundries.....	114.9	114.9	111.9	0	+2.7	Sundries.....	126.4	126.4	121.9	0	+3.7
Weighted Total.....	124.0	123.4	123.2	+0.5	+0.6	Weighted Total.....	127.1	126.8	127.0	+0.2	+0.1

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

<sup>a</sup>Revised.

**COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944		June 1944	May 1944	June 1943	May 1944 to June 1944	June 1943 to June 1944
<b>Rockford, Ill.</b>						<b>Spokane</b>					
Food.....	146.8	146.2	152.3	+0.1	-3.9	Food.....	140.8	141.2	149.7	-0.3	-5.9
Housing <sup>1</sup> .....	138.0	138.0	0	0	0	Housing <sup>1</sup> .....	102.0	102.0	102.0	0	0
Clothing.....	125.5	125.4	120.5	+0.1	+4.1	Clothing.....	124.0	124.0	121.2	0	+2.3
Fuel and light.....	113.1	113.1	111.3	0	+1.6	Fuel and light.....	133.9	133.9	132.3	0	+1.2
Housefurnishings.....	131.1	131.1	131.3	0	-0.2	Housefurnishings.....	133.5	133.0	132.3	+0.4	+0.9
Sundries.....	115.5	115.5	112.5	0	+2.7	Sundries.....	114.9	114.9	109.8	0	+4.6
Weighted Total.....	131.0	130.9	131.4	+0.1	-0.3	Weighted Total.....	124.8	124.9	125.8	-0.1	-0.8
<b>Sacramento</b>						<b>Syracuse</b>					
Food.....	149.4	149.4	154.3	0	-3.2	Food.....	141.4	142.8	156.8	-1.0	-9.8
Housing <sup>1</sup> .....	104.1	104.1	104.1	0	0	Housing <sup>1</sup> .....	116.2	116.2	116.2	0	0
Clothing.....	137.8	136.1	121.7	+0.9	+12.8	Clothing.....	132.0	131.2	125.8	+0.6	+4.9
Fuel and light.....	80.8	80.8	80.8	0	0	Fuel and light.....	114.2	114.7	109.0	-0.4	+4.8
Housefurnishings.....	143.5	142.6	134.7	+0.6	+6.5	Housefurnishings.....	135.4	135.4	127.4	0	+6.3
Sundries.....	120.0	120.0	112.6	0	+6.6	Sundries.....	114.6	114.8	112.6	-0.2	+1.8
Weighted Total.....	127.1	126.9	124.4	+0.2	+2.2	Weighted Total.....	125.2	125.6	128.0	-0.3	-2.2
<b>St. Louis</b>						<b>Toledo</b>					
Food.....	145.1	145.2	152.0	-0.1	-4.5	Food.....	141.7	139.3	148.7	+1.7	-4.7
Housing <sup>1</sup> .....	105.8	105.8	106.0	0	-0.2	Housing <sup>1</sup> .....	113.0	113.0	109.3	0	+3.4
Clothing.....	127.7	127.5	122.4	+0.2	+4.3	Clothing.....	125.2	124.9	123.1	+0.2	+1.7
Fuel and light.....	114.7	114.5	110.0	+0.2	+4.3	Fuel and light.....	107.5	107.4	106.4	+0.1	+1.0
Housefurnishings.....	118.4	118.4	118.1	0	+0.3	Housefurnishings.....	123.8	123.8	122.2	0	+1.3
Sundries.....	111.5	111.5	107.6	0	+3.6	Sundries.....	126.1	126.1	111.0	0	+13.6
Weighted Total.....	124.0	124.0	124.4	0	-0.3	Weighted Total.....	126.2	125.4	123.7	+0.6	+2.0
<b>St. Paul</b>						<b>Wausau, Wis.</b>					
Food.....	140.5	140.8	145.9	-0.2	-3.7	Food.....	153.3	151.5	161.5	+1.2	-5.1
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	102.7	102.7	102.7	0	0
Clothing.....	124.1	123.1	119.4	+0.8	+3.9	Clothing.....	135.5	135.5	125.0	0	+8.4
Fuel and light.....	106.8	106.9	104.0	-0.1	+2.7	Fuel and light.....	109.8	109.8	107.0	0	+2.6
Housefurnishings.....	126.4	126.4	125.6	0	+0.6	Housefurnishings.....	126.3	126.0	123.6	+0.2	+2.2
Sundries.....	116.0	115.8	112.5	+0.2	+3.1	Sundries.....	111.3	111.3	108.6	0	+2.5
Weighted Total.....	121.4	121.3	121.5	+0.1	-0.1	Weighted Total.....	125.6	125.1	125.6	+0.4	0
<b>San Francisco - Oakland</b>						<b>Wilmington, Del.</b>					
Food.....	146.5	147.6	152.5	-0.7	-3.9	Food.....	140.5	139.6	150.8	+0.6	-6.8
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	104.6	104.6	104.0	0	+0.6
Clothing.....	131.2	131.6	123.0	-0.3	+6.7	Clothing.....	130.6	130.4	124.6	+0.2	+4.8
Fuel and light.....	89.7	89.7	88.9	0	+0.9	Fuel and light.....	104.8	105.3	103.3	-0.5	+1.5
Housefurnishings.....	119.6	119.6	119.5	0	+0.1	Housefurnishings.....	120.1	120.1	115.4	0	+4.1
Sundries.....	119.2	119.2	110.4	0	+8.0	Sundries.....	112.6	112.6	110.0	0	+2.4
Weighted Total.....	125.2	125.6	123.7	-0.3	+1.2	Weighted Total.....	123.2	122.9	124.9	+0.2	-1.4
<b>Seattle</b>						<b>Youngstown</b>					
Food.....	149.8	151.3	156.8	-1.0	-4.5	Food.....	148.3	147.6	163.6	+0.5	-9.4
Housing <sup>1</sup> .....	114.3	114.3	114.3	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.3	0	+0.3
Clothing.....	120.7	120.8	118.6	-0.1	+1.8	Clothing.....	135.4	135.2	125.9	+0.1	+7.5
Fuel and light.....	116.8	116.8	112.1	0	+3.7	Fuel and light.....	106.7	106.7	105.0	0	+1.6
Housefurnishings.....	121.8	121.8	119.9	0	+1.6	Housefurnishings.....	136.6	136.6	131.8	0	+3.6
Sundries.....	111.9	111.9	108.9	0	+2.8	Sundries.....	111.5	111.5	107.4	0	+3.8
Weighted Total.....	126.0	126.5	126.8	-0.4	-0.6	Weighted Total.....	125.4	125.2	127.6	+0.2	-1.7

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

<sup>2</sup>Revised.

**PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS**

City	May 1944 to June 1944	June 1948 to June 1944	City	May 1944 to June 1944	June 1948 to June 1944	City	May 1944 to June 1944	June 1948 to June 1944	City	May 1944 to June 1944	June 1948 to June 1944
<b>Evansville, Ind.</b>											
			<b>Joliet, Ill.<sup>2</sup></b>			<b>Lewistown, Pa.</b>			<b>Trenton, N. J.</b>		
Food.....	+0.2	-5.4	Food.....	+2.0	-4.0	Food.....	0	-5.1	Food.....	+1.0	-3.7
Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0
Clothing.....	+0.5	+3.5	Clothing.....	+0.4	+2.8	Clothing.....	+0.2	+7.6	Clothing.....	-0.1	+6.5
Fuel and light.....	0	+3.8	Fuel and light.....	+0.6	+2.9	Fuel and light.....	-0.2	+6.5	Fuel and light.....	-0.8	+1.8
H'sefurnishings.....	+0.1	+4.9	H'sefurnishings.....	-1.6	+0.9	H'sefurnishings.....	-0.1	+1.1	H'sefurnishings.....	0	+0.5
Sundries.....	+1.7	+10.9	Sundries.....	0	+2.3	Sundries.....	+0.1	+1.2	Sundries.....	0	+3.6
W'ghted Total	+0.5	+1.3	W'ghted Total	+0.8	-0.3	W'ghted Total	0	-0.6	W'ghted Total	+0.3	+0.1

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

<sup>2</sup>Includes Lockport and Rockdale.

# COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

	Weighted Total		Food		Housing <sup>2</sup>		Clothing		Fuel-Light		House Furnishings		Sundries	
	June, 1944	May, 1944	June, 1944	May, 1944	June, 1944	May, 1944	June, 1944	May, 1944	June, 1944	May, 1944	June, 1944	May, 1944	June, 1944	May, 1944
<b>United States<sup>1</sup></b> .....	104.5	104.6	110.5	110.6	90.8	90.8	92.5	92.3	95.7	95.9	a	a	113.5	113.5
Akron.....	127.7	128.2 <sup>r</sup>	146.5	148.3	113.7	113.7	125.3	124.9	112.2	112.2	118.4	118.4	123.4	123.4
Atlanta.....	124.3	123.7	147.2	146.7	99.2	99.2	126.0	125.7	113.1	112.7	118.5	118.7	118.2	117.2
Baltimore.....	128.3	128.3	146.1	146.3	103.2	103.2	128.2	128.6	107.5	107.9	138.2	135.7	125.7	125.6
Birmingham.....	126.9	126.9	150.2	150.3	105.7	105.7	130.0	130.1	103.7	103.7	117.8	117.8	121.3	121.3
Boston.....	122.4	122.3	134.8	134.4	103.5	103.5	128.4	128.1	122.7	123.0	122.6	122.5	116.6	116.7
Bridgeport.....	126.6	126.5	138.2	137.6	106.5	106.5	128.6	128.6	120.0	120.3	126.4	126.4	128.5	128.5
Buffalo.....	123.9	124.0	141.7	142.0	114.3	114.3	120.6	119.6	108.6	109.5	129.9	129.9	114.6	114.5
Chattanooga.....	127.0	126.2 <sup>r</sup>	158.0	155.7 <sup>r</sup>	103.3	103.3	122.9	122.6	100.7	99.9	121.5	121.5	116.7	116.7
Chicago.....	123.5	123.5	142.7	142.9	105.8	105.8	129.5	129.0	98.8	98.9	125.1	125.1	117.6	117.6
Cincinnati.....	123.6	122.1	140.1	135.6 <sup>r</sup>	100.9	100.9	135.8	135.5	106.0	106.0	124.4	124.4	116.5	116.5
Cleveland.....	125.2	124.7	139.7	138.5	109.7	109.7	133.5	133.0	105.2	104.8	130.0	130.1	120.5	120.2
Dallas.....	123.1	123.4	143.5	144.6	105.6	105.6	126.0	125.8	89.1	89.1	127.5	127.5	120.3	120.3
Dayton.....	124.9	123.5	144.7	140.5	105.9	105.9	123.4	122.8	105.7	105.6	128.2	128.2	120.0	119.9
Denver.....	125.8	125.4	143.0	142.7	105.6	105.6	129.7	128.7	101.6	101.6	130.5	125.8	123.1	122.9
Des Moines.....	123.6	123.6	136.4	136.7	105.3	105.3	132.8	132.1	120.9	120.9	125.9	125.9	119.9	119.9
Detroit.....	128.9	128.4	146.8	145.4	107.0	107.0	131.7	131.4	112.1	111.4	126.0	126.0	128.8	128.8
Duluth.....	122.2	121.9 <sup>r</sup>	135.0	134.2	100.2	100.2	135.2	134.6 <sup>r</sup>	107.5	107.8	135.9	135.9	117.3	117.3
Erie, Pa.....	131.3	130.6	150.3	149.9	109.9	109.9	138.0	138.1	113.0	113.5	129.9	130.0	127.7	125.5
Fall River.....	124.1	124.2	133.7	134.5	104.3	104.3	134.8	134.1	116.6	116.7	116.7	114.7	123.9	123.9
Front Royal, Va. <sup>4</sup> .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Grand Rapids.....	129.2	128.8	147.1	146.7	106.5	106.5	133.0	132.7	110.9	110.6	143.5 <sup>r</sup>	140.7	125.9	125.6
Green Bay, Wis.....	122.4	122.5	139.5	134.5	102.8	102.8	132.8	132.6	108.9	108.9	128.4	126.8	120.3	120.3
Houston.....	121.5	121.4	140.2	139.9	105.7	105.7	127.2	126.9	84.8	84.8	115.5	115.5	118.8	118.8
Huntington, W. Va.....	125.5	125.8	143.2	144.4	111.7	111.7	127.0	126.9	100.0	100.0	129.4	129.3	117.1	117.2
Indianapolis.....	129.6	127.0	155.5	146.9	107.9	107.9	126.2	125.6	111.9	111.7	125.1	125.1	123.0	123.0
Kansas City, Mo.....	123.3	123.8	132.1	132.5	105.2	105.2	128.5	127.8	110.0	109.8	122.8	122.8	125.5	125.4
Lansing.....	130.4	130.6	162.9	164.8	98.0	98.0	127.9	128.2	105.0	104.9	133.1	133.1	129.4	128.1
Los Angeles.....	123.0	123.6	146.4	148.4	104.6	104.6	121.4	121.1	96.2	96.2	124.6	124.6	115.5	115.5
Louisville.....	124.5	123.9	144.3	142.5	103.9	103.9	124.0	123.5	113.4	113.4	130.5	130.5	114.1	114.1
Macon.....	130.7	130.4	147.5	147.0	115.9	115.9	128.6	128.0	101.5	101.5	135.0	135.0	125.6	125.6
Meadville, Pa.....	126.6	126.7	144.4	144.8	110.8	110.8	119.2	119.2	112.1	112.1	134.6	134.6	125.7	125.7
Memphis.....	126.6	126.9	155.2	154.6	109.4	109.4	133.6	133.3	98.1	98.1	129.1	129.1	114.1	113.6
Milwaukee.....	124.6	124.2	142.1	141.1	103.4	103.4	134.0	133.6	109.8	109.8	127.9	127.6	120.9	120.9
Minneapolis.....	125.5	125.6	146.6	147.2	103.7	103.7	133.5	132.7	104.8	105.1	121.9	121.9	120.9	120.9
Muskegon, Mich.....	130.3	130.7	157.4	158.9	115.2	115.2	130.7	130.9	114.6	114.6	120.6	120.6	119.9	119.8
Newark.....	122.4	123.5	136.0	139.0	101.4	101.4	125.9	126.4	106.0	106.1	131.7	131.7	119.4	119.4
New Haven.....	119.6	119.4	134.4	133.9	105.3	105.3	127.6	126.1	111.8	112.0	124.4	124.4	111.4	111.4
New Orleans.....	127.9	128.2	144.9	145.6	110.6	110.6	132.6	132.7	88.2	88.2	124.1	124.2	121.0	120.9
New York.....	123.3	123.9	144.6	145.9	100.8	100.8	118.2	118.4	117.2	118.1	129.8	129.8	114.5	114.5
Omaha.....	125.4	124.9	147.8	146.6	100.6	100.6	126.0	125.8	106.5	106.5	138.6	136.3	121.1	121.1
Parkersburg, W. Va.....	124.5	124.4	142.3	142.2	104.2	104.2	125.4	125.4	94.6	94.6	128.4	128.4	116.5	116.5
Philadelphia.....	125.5	125.3	138.2	137.9	102.9	102.9	129.7	129.4	110.0	110.0	121.2	121.2	125.1	125.1
Pittsburgh.....	123.3	124.0	138.6	140.8	105.7	105.7	129.0	128.9	110.3	110.3	118.5	118.1	118.9	118.9
Portland, Ore.....	126.6	128.0	143.8	145.2	110.0	110.0	139.5	139.5	124.9	124.9	120.6	120.6	118.5	118.4
Providence.....	124.1	124.0	139.4	139.3	103.8	103.8	133.5	132.8	115.4	115.6	126.2	126.2	120.2	120.2
Richmond.....	122.4	122.5	153.7	153.4	103.1	103.1	121.2	121.1	106.6	108.8	121.2	121.2	107.8	107.8
Roanoke, Va.....	126.3	126.8	148.2	150.0	120.3	120.3	117.6	117.5	107.9	107.3	121.9	121.8	116.6	116.6
Rochester.....	127.3	127.2	145.1	144.7	103.9	103.9	130.8	130.5	118.2	118.4	135.7	135.7	127.0	127.0
Rockford, Ill.....	132.3	132.3	146.3	146.4	138.0	138.0	125.5	125.4	113.6	113.6	131.2	131.2	121.4	121.4
Sacramento.....	127.4	127.1 <sup>r</sup>	148.6	148.2	104.1	104.1	137.3	136.1	80.8	80.8	143.3	142.5 <sup>r</sup>	122.1	122.1
St. Louis.....	125.0	124.9	144.6	144.5	105.8	105.8	127.7	127.5	114.7	114.5	118.2	118.2	116.1	116.1
St. Paul.....	122.5	122.5	140.1	140.6	100.9	100.9	124.1	123.1	106.6	106.7	126.2	126.2	120.7	120.7
San Francisco—Oakland.....	125.8	126.1	145.5	146.2	100.9	100.9	131.2	131.6	89.7	89.7	119.9	119.9	122.2	122.2
Seattle.....	125.9	126.5	147.7	149.8	114.3	114.3	120.7	120.8	116.3	116.3	121.2	121.2	114.1	114.1
Spokane.....	125.1	125.3	139.3	139.9	102.0	102.0	124.0	124.0	133.9	133.9	132.9	132.7	117.9	117.9
Syracuse.....	126.4	126.9	141.4	143.1	116.2	116.2	132.0	131.2	114.2	114.7	133.1	133.1	118.8	119.0
Toledo.....	127.6	126.9	142.3	139.8	113.0	113.0	125.2	124.9	107.5	107.4	123.3	123.3	127.7	127.7
Wausau, Wis.....	126.5	126.0	152.6	150.9	102.7	102.7	135.5	135.5	109.8	109.8	125.8	125.7	116.5	116.5
Wilmington, Del.....	124.0	123.8	139.8	139.1	104.6	104.6	130.6	130.4	104.8	105.3	119.9	119.9	116.6	116.6
Youngstown.....	126.7	126.5	150.0	149.6	105.6	105.6	135.4	135.2	106.7	106.7	134.8	134.8	114.9	114.9

## PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	May 1944	June 1943												
	to June 1944													
Evansville, Ind.....	+0.5	+2.4	+0.1	-5.0	0	0	+0.5	+3.5	0	+3.8	+0.1	+4.7	+1.2	+11.2
Joliet, Ill. <sup>3</sup> .....	+0.7	+0.5	+2.2	-4.2	0	0	+0.4	+2.8	+0.6	+2.9	-1.2	+1.9	0	+4.3
Lewistown, Pa.....	0	-0.4	-0.2	-5.2	0	0	+0.2	+7.6	-0.2	+6.5	0	+0.8	0	+1.9
Trenton, N. J.....	+0.3	+0.2	+0											

## Strikes and Turnover Rates

THE NUMBER of strikes originating in May, 1944, was 610, the largest number to occur in any one month since May, 1916.

This is an increase of 40% over the previous month's total of 435. More than 500 of these strikes involved less than 500 workers, according to the Bureau of Labor Statistics. The number of workers affected by the lack of parts and materials is not indicated, however, nor does the number of strikers reflect the total amount of production lost by the refusal of a "few" key men to work.

The total number of workers involved in May strikes was 290,000, an increase of 87% over the 155,000 idle in April, and the highest recorded since May, 1943.

There has been a steady increase in this series since January, 1944, when 110,000 workers were idle.

The number of man days idle in May because of all strikes in progress during the month was 1,400,000, or almost two and a half times the number idle in April. It is the largest figure since November, 1943, when the stoppage in the coal mines accounted for a considerable part of the idleness.

THE CONFERENCE BOARD's tabulation of strike information appearing in the press, although incomplete, indicates slightly lowered strike activity during June. The effect of D-Day was short-lived, however, and strike activity gradually increased to its old proportions.

### TURNOVER RATES

The total separation rate in April was 6.77 per 100 employees or 7.6% less than the March figures of 7.33. This was accounted for by declines in all the major components of the separation rate. The largest decline was a 33.3% drop in the layoff rate. The largest layoff rates for the individual industry groups were those for chemicals and allied products and non-ferrous metals and products. The high layoff rates of 1.87 in explosives and of 5.60 in small arms production are reflected in the rate of 1.53 for the chemical industry. The aluminum and magnesium products industry was also forced to lay off people at the rate of 1.88 per 100 employees, thereby helping to raise the rate of separations for the nonferrous metals group to 1.04.

Other industries showing high layoff rates were cement with a rate of 2.78;

### STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations		Production <sup>1</sup> (1935-1939 =100)	Manufacturing					
	Strikes <sup>2</sup>			Turnover Rate per 100 Employees <sup>3</sup>					
	Beginning in Period			Separations <sup>4</sup>				Accessions <sup>5</sup>	
	Number	Workers Involved (Thousands)		Total	Quits <sup>6</sup>	Miscella- neous <sup>6</sup>	Discharges <sup>6</sup>	Layoffs <sup>6</sup>	
1930	637	183	3,317	90	59.65	18.64	5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39	2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34	1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.98	10.66	2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67	2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37	2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02	2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97	2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46	1.29	40.47	46.16
1939	2,613	1,171	17,812	109	37.71	9.52	1.52	26.67	48.85
1940	2,508	577	6,701	126	40.27	10.98	1.61	1.84	25.89
1941	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86
1942	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87
1943	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07
1943 April	384	219	662	255	7.54	5.41	.96	.53	.64
May	412	558	1,468	258	6.57	4.81	.76	.55	.45
June	433	187	4,699	259	7.07	5.20	.76	.61	.50
July	369	121	695	260	7.56	5.61	.77	.68	.50
August	310	106	357	264	8.18	6.30	.75	.67	.46
September	237	67	210	267	8.16	6.29	.72	.62	.53
October	287	121	1,013	269	7.02	5.19	.68	.64	.51
November	325	136	2,863	268	6.37	4.46	.59	.63	.69
December	355	263	787	258	6.55	4.38	.58	.60	.99
1944 January	330	110	625	259	6.69	4.60	.61	.69	.79
February	330	115	470	259	6.52	4.56	.56	.64	.76
March	360	115	415	257	7.33	5.00	.81	.65	.54
April	435	155	580	255	p6.77	p4.89	p7.1	p5.59	p5.51
May	p610	p290	p1,400	p253	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

<sup>1</sup>United States Bureau of Labor Statistics.

<sup>2</sup>Federal Reserve annual production data are averages of monthly figures.

<sup>3</sup>A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>4</sup>A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

<sup>5</sup>A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

<sup>6</sup>A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

<sup>7</sup>An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>8</sup>Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

<sup>9</sup>Preliminary

<sup>10</sup>n.a. Not available.

<sup>11</sup>Revised.

LABOR DISPUTES ORIGINATING DURING JUNE<sup>1</sup>

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Affected
<b>Manufacturing, Building, and Mining</b>				
Aluminum Company of America	New Kensington, Pa.	6/ 2	6/ 5	300
Aluminum Company of America	Glassmere, Pa.	23	27	15
American Box Board Company	Grand Rapids, Mich.	1	5	275
American Car and Foundry Company	Berwick, Pa.	1	2	6,500
American Steel Band Company	Heidelberg, Pa.	20	..	n.a.
American Steel Foundries	Granite City, Ill.	5	7	2,522a
American Steel Foundries	Granite City, Ill.	13	16	1,300b
Armour & Company	National Stock Yards, Ill.	22	..	199c
Bendix Aviation Corporation	Brooklyn, N. Y.	27	..	850d
Bethlehem Steel Company	Lackawanna, N. Y.	1	..	140e
Bohler Aluminum & Brass Corporation <sup>2</sup>	Detroit, Mich.	6	6	200
Botany Worsted Mills <sup>3</sup>	Passaic, N. J.	2	7	600
Brewery bottlers and drivers <sup>4</sup>	New York and New Jersey <sup>4</sup>	7	22	1,800f
Carnegie-Illinois Steel Corporation	Claireton, Pa.	19	23	636g
Carnegie-Illinois Steel Corporation	McKees Rocks, Pa.	19	30	325h
Carnegie-Illinois Steel Corporation	Claireton, Pa.	29	..	1,250
Champion Machine and Forging Company	Cleveland, O.	8	..	500
Chrysler Corporation-Dodge plant <sup>5</sup>	Chicago, Ill.	16	17	117
Clark, D. L. Candy Company	North Side, Pa.	6	..	225
Continental Motors Corporation	Detroit, Mich.	3	..	3,000
Detroit Steel Products Company	Detroit, Mich.	19	..	230
E. I. du Pont de Nemours & Company	Old Hickory, Tenn.	8	..	1,000
Ford Motor Company—Lincoln plant	Detroit, Mich.	2	5	1,675i
Firestone Rubber & Metal Products Company	Wyandotte, Mich.	1	5	150
Firestone Tire and Rubber Company	Memphis, Tenn.	9	10	950j
Frick, H. C. Coke Company <sup>6</sup>	Pennsylvania <sup>6</sup>	28	29	n.a.
James Gibbons Company	Relay, Md.	7	..	50
Graham-Paige Motors Corporation	Detroit, Mich.	10	..	4,000k
Harley-Davidson Motor Company	Milwaukee, Wis.	8	..	2,000
Hussey, C. G. & Co., Inc.	Pittsburgh, Pa.	21	..	40
Jones & Laughlin Steel Corporation <sup>7</sup>	Pittsburgh, Pa.	28	..	2,200
Lewin-Mathes Co. <sup>8</sup>	Monsanto, Ill.	1	..	400
McCloskey & Co. <sup>9</sup>	Tampa, Fla.	2	..	200
Monroe Calculating Machine Company	Orange, N. J.	21	22	100
Obear-Nester Glass Co.	East St. Louis, Ill.	7	..	675l
Perry Coal Co. <sup>10</sup>	St. Louis, Mo.	2	3	200
Phoenix Glass Company	Monaca, Pa.	21	..	450
Pittsburgh Coal Company <sup>11</sup>	Pennsylvania <sup>11</sup>	8	..	550
Pittsburgh-Des Moines Steel Company	Neville Island, Pittsburgh, Pa.	2	5	430
Pittsburgh Steel Company	Monessen, Pa.	1	1	250
Pittsburgh Wool Company	Pittsburgh, Pa.	23	..	40m
Pressed Steel Car Company	McKees Rocks, Pa.	2	..	1,000
Pullman Standard Car Manufacturing Company	Butler, Pa.	22	23	427n
St. Louis Shipbuilding & Steel Co. <sup>12</sup>	St. Louis, Mo.	12	13	300
Simonds Saw and Steel Company	Lockport, N. Y.	5	7	550
Stove manufacturers	Bellefonte, Ill.	12	19	1,400o
Tennessee Coal & Iron Railroad Company	Birmingham, Ala.	10	12	2,000
Tennessee Coal & Iron Railroad Company	Bessemer, Ala.	26	..	555
Tent and awning manufacturers <sup>13</sup>	St. Louis, Mo.	15	..	160
Timken-Detroit Axle Company <sup>14</sup>	Detroit, Mich.	21	26	500
Timken Roller Bearing Company	Canton, O.	2	8	1,000
Timken Roller Bearing Company	Canton, O.	28	7/ 3	10,000
Victor Chemical Works	Mount Pleasant, Tenn.	8	..	350
Wright Aeronautical Corporation	Lockland, O.	5	6/ 9	15,000
<b>Miscellaneous</b>				
Community Traction Company	Toledo, O.	28	..	350
East St. Louis City Lines, Inc. <sup>15</sup>	East St. Louis, Ill.	1	2	200
Rice-Stix Dry Goods Company	St. Louis, Mo.	1	8	450
St. Louis Public Service Company <sup>16</sup>	St. Louis, Mo.	1	2	3,500
Tampa Electric Company	Tampa, Fla.	1	..	175p
Teamsters	Los Angeles, Calif.	2	7	1,000
Truck drivers	New York, N. Y.	4	5	1,500q

tanks with a rate of 2.43; firearms, 60 caliber and under, with a rate of 1.65; motor vehicles, bodies, and trailers with 1.43; planing and plywood mills with 1.16; and women's clothing, except corsets, with 1.12.

Quits continued to compose the largest portion of the total separation group.

They amounted to 4.89 in April as compared with 5.00 in March. Many workers returned to the farm for the summer, while others desired to return to the regions nearer their homes.

The total accession rate was 5.51 in April, or 18.6% less than the separation rate. This is the fifth consecutive month

<sup>1</sup>Incomplete report based on information appearing in the press.

<sup>2</sup>Capitol Brass Division.

<sup>3</sup>Sit-down strike in combing and drawing sections.

<sup>4</sup>The breweries affected were: P. Ballantine & Sons, Newark; Ballantine Brewing Company, Newark; G. Krueger Brewing Company, Newark; Joseph Hensler Brewing Company, Newark; Peter Doelger Brewing Company, Harrison; Peter Breitberg Brewing Company, Elizabeth; Trommer Brewing Company, Orange; and Hoffmann Beer and Beverage Company, Newark.

<sup>5</sup>Tool grinders.

<sup>6</sup>Subsidiary of United States Steel Corporation; Maxwell and Bridgeport mines in Pennsylvania.

<sup>7</sup>Vesta No. 4 and No. 5 pits.

<sup>8</sup>Lewin Metals Division.

<sup>9</sup>Office workers in shipyard.

<sup>10</sup>St. Ellen mine.

<sup>11</sup>Midland mine.

<sup>12</sup>Welders at the Arlee Street and Davis Street yards.

<sup>13</sup>Eighteen companies were affected.

<sup>14</sup>Forge division.

<sup>15</sup>Subsidiary of National City Lines, Inc., of Chicago.

<sup>16</sup>A strike of 22 machinists caused idleness of 2,500 other workers. CIO United Steelworkers of America were idle as a result of the AFL walkout.

<sup>17</sup>6,900 employees were idle as a result of a strike of 14 chippers.

<sup>18</sup>74 cattle killers forced 125 others to be idle.

<sup>19</sup>600 workers at 754 Lexington Ave., 200 workers at 49 Junius St., and 50 clerical workers at 1 Hanover Place were idle.

<sup>20</sup>60 electrical repair shops stopped work.

<sup>21</sup>An additional 2,500 workers in half a dozen other AFL unions had refused to pass their picket lines.

<sup>22</sup>68 pilers and chippers forced 600 others into idleness.

<sup>23</sup>A strike of 25 wheel rollers caused 300 to be idle.

<sup>24</sup>A strike of 20 metal pourers caused the layoff of 1,655 employees.

<sup>25</sup>90% of the Negro employees walked out in sympathy with Negro workmen.

<sup>26</sup>A strike of 30 truck drivers and handlers started a general strike.

<sup>27</sup>A strike of 90 employees caused the entire plant to be shut down making 675 idle.

<sup>28</sup>Strike caused shut down of entire plant.

<sup>29</sup>A strike of 52 foremen, inspectors, and die setters caused layoff of 375 other persons.

<sup>30</sup>800 workers were out of work as a result of the walkout of 600 moulders and foundry workers.

<sup>31</sup>All but 9 of the 100 street cars were out of service.

<sup>32</sup>135 trucks were tied up in Washington Market.

<sup>33</sup>n.a. Not available.

that the accession rate has been below the separation rate. The percentage of difference in each month was about the same as in April except for January when accessions were only 3.3% below separations.

MARY A. WERTZ  
Division of Labor Statistics

## Management Book Shelf

**Personnel Management in War Industries (Vols. I and II).** University of Michigan, Bureau of Industrial Relations Bulletins Nos. 14 and 15. Ann Arbor: University of Michigan Press.

Volume I of these two reports contains the summaries of eight discussions sponsored by the Bureau of Industrial Relations at the University of Michigan and participated in by executives of approximately fifty companies in the Detroit area.

The subjects covered include the filling of manpower requirements, the selection and induction of new employees, training and upgrading of manual workers, the development of skills in employees, the selection and development of prospective foremen, and the basic principles of wage and salary determination.

The wage stabilization and adjustment policies of the National War Labor Board are also dealt with, along with problems of absenteeism and labor-management cooperation in war production.

Volume II contains the summaries of twelve discussions sponsored during 1943 in which representatives of more than eighty companies participated. How to obtain employee acceptance of production standards is one of the subjects discussed and two summaries are concerned with in-

centive compensation problems. Supervisor training, treatment of disciplinary problems and the prevention and adjustment of employee grievances are the subjects of other discussions. Further topics include placement and utilization of disabled veterans, seniority rights of employees in war jobs or in Military Service, how to operate under employment stabilization rules, and the merits of various work schedules.

Both bulletins were recently made available for general distribution.

S. A. R.

### Unions in Tanning

**A**PPROXIMATELY 60% of the workers in the leather-tanning industry are employed in plants that have agreements with national or international unions.

This estimate is contained in an article in the June issue of the *Monthly Labor Review*, which points out that union organization follows the geographical concentration of the industry, with the result that most of the organized workers are in Massachusetts, Pennsylvania and New York.<sup>1</sup>

The International Fur and Leather

Workers' Union (CIO) has agreements covering about 80% of the organized workers. The United Leather Workers' International Union (AFL) represents about 10% of the organized workers, and the remaining workers belong to various other unions.

The article analyzes forty agreements covering about 22,500 people, or about three-fourths of the workers under agreement during the fall of 1943. Three of these agreements, affecting about one-fourth of the workers, have been signed by associations of leather-tanning firms. Two of them were negotiated by the leather division of the IFLWU with the Massachusetts Leather Manufacturers' Association and the Fulton County Tanners' Association in upstate New York. The third of the agreements is between the Amalgamated Meat Cutters and Butcher Workers (AFL) and three tanneries of San Francisco.

Every agreement in the industry covers all production workers. However, executives, supervisory, office and clerical employees and foremen, and in some cases watchmen, are usually excluded from them.

A. A. D.

<sup>1</sup>More complete data are furnished by the Bureau of Labor Statistics in Bulletin No. 777.

*If interested in any of the books reviewed or listed please communicate directly with the publisher or with your bookshop.]*

### WAGE-INCREASE ANNOUNCEMENTS<sup>1</sup>, JUNE 1 TO JUNE 30

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Allegheny County Laundryman's Exchange.....	Pittsburgh, Pa.	1 $\frac{1}{4}$ ¢/hr., 2 $\frac{1}{2}$ ¢/hr., 3 $\frac{3}{4}$ ¢/hr.	1,000	Laundry workers. Retroactive to December 2, 1943
American Telephone & Telegraph Company.....	Detroit, Mich.	\$8/wk.	450	Long distance telephone operators. Retroactive to March 28, 1943
Archer-Daniels-Midland Corporation.....	Buffalo, N. Y.	2 $\frac{1}{2}$ ¢/hr.	120	Retroactive to August 1, 1943
Bausch & Lomb Optical Company.....	Rochester, N. Y.	4¢/hr., 5¢/hr., 6¢/hr.	3,500	Day and piece workers in instrument, clerical and manufacturing divisions
Bell Telephone Laboratories, Inc.....	New York City	\$2/wk.	1,600	
Buffalo Merchandise Warehouses, Inc.....	Buffalo, N. Y.	5¢/hr.	50	Freight handlers and stevedores. Retroactive to January 1, 1944
Empire State Building.....	New York City	5¢/hr.	137	Cleaning women
Freight Distributing Company.....	Kansas City, Mo.	10¢/hr.	13	Forewomen and matrons
Kennedy Valve Manufacturing Company.....	Elmira, N. Y.	5¢/hr.	70	Retroactive to January 1, 1944
League of New York Theaters.....	New York City	12%	....	All hourly workers
Lehman Company.....	Memphis, Tenn.	3¢/hr.	140	Stage hands members of Protective Union No. 1
Long Island Lighting Company.....	Long Island, N. Y.	2 $\frac{1}{2}$ ¢/hr.	750	To production and maintenance roofing workers
Nassau & Suffolk Lighting Company.....	New England region	\$1.25/wk.	5,000	All employees
New England Telephone & Telegraph Company.....	Northern New Jersey	11 $\frac{1}{2}$ ¢/hr.	1,383	Plant employees
New Jersey Brewers' Association.....	New Orleans, La.	7¢/hr.	....	Drivers and inside workers
New Orleans Public Service, Inc.....	Philadelphia, Pa.	3 $\frac{1}{2}$ ¢/hr.	340	Streetcar motormen and conductors, bus operators
North Brothers Manufacturing Company.....	Pittsburgh, Pa.	2%	125	Production employees
Pittsburgh Athletic Association.....	New York City	\$2/wk.	....	To service employees
Stern Brothers.....	Minneapolis, Minn.	13 $\frac{1}{2}$ ¢/hr.	50	Full-time employees; proportionate increase for part-timers
Twentieth Century Brass Company.....	Detroit, Mich.	\$4-\$4.90/wk.	1,000	Retroactive to May 10, 1942
26 Dairies.....				Inside plant workers

<sup>1</sup>Includes salary-increase announcements.

## Management Reading

**Employee Evaluation Manual for Interviewers.** By Richard A. Fear and Byron Jordan. New York: The Psychological Corporation. \$1.75.

The explanation of the purpose, use and interpretation of the authors' "Employee Evaluation Form," which appears to have considerable merit and rather general applicability as an aid in selection and placement; also contains interesting and valuable hints and techniques for interviewers.

**Employment Policy.** New York: Macmillan. \$50.

The postwar labor plans of Great Britain are outlined.

**Handbook of Labor Unions.** By Florence Peterson. Washington, D. C.: American Council on Public Affairs. \$5.00.

A reference book on labor unions pertaining to membership, affiliation, jurisdiction and organization dates.

"Women's Personnel Division," by Hedwig H. Ellsley, *Personnel Journal*, June. A detailed description of the counseling program at the Grumman Aircraft Engineering Corporation at Bethpage, Long Island, New York.

"Keeping Women on the Job," by Katherine Doyle, *Nation's Business*, July. How San Francisco housewives worked out a practical plan for cutting down absenteeism among war workers by forming a Neighbor's Work Exchange, staffed by volunteer workers, to meet household emergencies and thereby helped free housewives for outside jobs.

"Recreation Round the Clock," by Willis H. Edmund, *Factory Management and Maintenance*, June. The author is convinced that an activities program should operate on a 50-50 basis—50% management budgeting and 50% employee dues and admissions. Experience with a comprehensive recreational program at the Goodyear Aircraft Corporation, Akron, Ohio, has shown that the most successful events are those demanding the greatest amount of employee effort and participation.

"Effect of Elimination of Unfair Labor Practices on Extent of Collective Bargaining," by Emily Clark Brown, Operating Analyst, National Labor Relations Board, *Monthly Labor Review*, June. An analysis of unfair labor practice cases handled by the NLRB.

"Free Enterprise: What It Means to Labor," by George Meany, National Secretary of the AFL, *American Federationist*, June. A labor point of view on free enterprise.

"Labor Stands by the Atlantic Charter," by David Dubinsky, President of the International Ladies' Garment Workers' Union, *American Federationist*, June. A plea by an outstanding labor leader for rights of smaller European nations.

"Creating Sales Manuals and Sales Training Films," by Frank LaClave, *Printers' Ink*, June 16. Some things that should be included in both, but a more authoritative discussion of the sales manual than of training films.

"Orientation Training Today," by Earl Planty, Johnson & Johnson, *Personnel Journal*, June. Four different types of programs are treated.

"Rating the Rating Charts for Sales Candidates," by Eugene Dynner, Sales Manager of the Dayton Rubber Manufacturing Company,

*Industrial Marketing*, June. The sales personality rating chart of the Dayton Rubber Manufacturing Company is reproduced and its use discussed.

"Studies in Job Evaluation—Factor Analyses of Point Ratings for Hourly Paid Jobs in Three Industrial Plants," by C. H. Lawshe and G. A. Satter, *Journal of Applied Psychology*, June. An analysis of the method variously called job rating, point rating or point evaluation.

## Chronology of Labor Relations

June

### 2 WLB Above Court Review

United States Court of Appeals for District of Columbia in unanimous decision holds that no statute authorizes a court review of War Labor Board orders.

### Male Employment Controlled

War Manpower Commission issues Administrative Order providing that after July 1 male employees must, with certain exceptions, be secured through USES in order to ration dwindling supply of skilled labor necessary for war industries.

### 3 Veteran Re-employment

OWI reports that only 25% of veterans discharged from hospitals from May 1, 1940, to the present have returned to their former jobs.

### 4 Union Reports Finances

International Ladies' Garment Workers' Union, one of the few labor organizations to issue public financial statements, reports growth in membership since April, 1940, from 65,000 to 305,000, and an increase in liquid assets of more than \$9 million.

### 9 D-Day Checks Strikes

War Labor Board reports that European invasion has resulted in a general clearing up of strikes in this country.

### NLRA Ranks State Labor Law

National Labor Relations Board rules in a Florida case that a state law regulating unions cannot relieve an employer of collective bargaining obligations under the Wagner Act.

### 10 FEPC Appropriation Killed

A Senate Appropriations Subcommittee eliminates from the war agencies appropriation bill an item for \$500,000 for operation of the Fair Employment Practices Committee for the fiscal year to begin July 1.

### Draftees in Common Pool

After July 1, Selective Service inductees will be put in a common pool to be drawn upon according to the needs

of the various branches of the Armed Services.

### Workers Dropped for Striking

Wright Aeronautical Corporation, Cincinnati plant, reports discharge of 600 employees for alleged participation in a four-day strike which made 15,000 workers idle and halted airplane engine production.

### 13 Veterans' "Bill of Rights" Enacted

By vote of 359 to 0, the House approves the veterans' "Bill of Rights" providing extensive federal aid in readjustment to civilian life of veterans of World War II.

### 15 Proper Feeding Cuts Absenteeism

War Food Administration reports survey showing drop from 6.06% to 4% in absenteeism after industrial feeding was introduced.

### 18 Drive to Enforce Child Labor Act

New York State Department of Labor announces state-wide drive against unlawful employment of minors which, it is claimed, has increased alarmingly during the war.

### 19 Rehabilitation Centers Planned

Administrator of Veterans' Affairs Hines announces establishment of centers for vocational rehabilitation of disabled war veterans to be operated at universities and colleges throughout the country.

### 20 War Employment Declining

Department of Commerce announces employment in war manufacturing industries has dropped an average of 100,000 workers per month during this year. Jobs in nonwar industries have declined almost 50,000 a month.

### 24 Drive for Week-end Pay

UAW (CIO) begins campaign to restore premium pay for Saturday and Sunday work in all war plants laying off personnel.

### Union Sued for Loss in Strike

Maryland concern files suit for \$500,000 against an American Federation of Labor union, charging a strike of employees had interfered with essential war work.

### 26 Montgomery Ward Files Suit

Montgomery Ward & Company files suit today against War Labor Board to enjoin enforcement of the board's June 6 order requiring maintenance of membership at the Chicago plant of company.

### 30 Equal-pay Law Becomes Effective

Working women of New York State become legally entitled to a wage equal to that paid men for the same work. Act provides that "a differential in pay between employees based on a factor or factors other than sex shall not constitute discrimination within the meaning of this statute."

Prepared by

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